

# It's not fuzzy. It's basic math.

You deserve your raises now, and Kaiser Permanente is ready to deliver them.



UNAC/UHCP is demanding a 63% total pay increase for nurses. This would add \$1 billion more in Alliance payroll per year above our offer, the majority for nurses. This unrealistic and unsustainable demand would make health care unaffordable for the patients and members we serve and will not close the agreement.

Our offer: **industry-leading raises and benefits** with a strong foundation for the future.

Kaiser Permanente has proposed a strong **21.5% wage increase totaling about 30%**, including step increases, by the end of the contract. This breaks out to incremental increases of 6.5%, 6.5%, 3%, 2.5%, and 3%, plus step increases.

*Plus great benefits:*

- ✓ Fully paid pension
- ✓ 401(k) with employer match
- ✓ Retiree medical coverage
- ✓ Minimal copays
- ✓ Annual performance sharing

Their proposal: **unrealistic demands** that would make health care unaffordable.

**Do the math for yourself.** These figures are based on a typical full-time Level 3 staff RN with 7 years of experience who works 52 weeks a year. **Follow the arrows.**

Starting annual wages <b>\$160,000</b>	x	YEAR 1: 21% wage schedule adjustment + 7.5% ATB + 1.4% average step	=	Annual wages at end of Year 1 <b>\$211,034</b> <small>(160,000 x 1.21 x 1.075 x 1.014)</small>
↓				
Annual wages at start of Year 2 <b>\$211,034</b>	x	YEAR 2: 6.5% ATB + 1.4% average step	=	Annual wages at end of Year 2 <b>\$227,898</b> <small>(211,034 x 1.065 x 1.014)</small>
↓				
Annual wages at start of Year 3 <b>\$227,898</b>	x	YEAR 3: 3.0% ATB (April) and 4.0% ATB (October) + 1.4% average step	=	Annual wages at end of Year 3 <b>\$247,542</b> <small>(227,898 x 1.03 x 1.04 x 1.014)</small>
↓				
Annual wages at start of Year 4 <b>\$247,542</b>	x	YEAR 4: 4.0% ATB + 1.4% average step	=	Annual wages at end of Year 4 <b>\$261,048</b> <small>(247,542 x 1.04 x 1.014)</small>

**\$261,048 is a 63.2% wage increase**

**UNAC/UHCP is making unrealistic demands.**  
**We're engaged with UNAC/UHCP at the local tables and are ready to move forward.**