

WE REACHED AN AGREEMENT!

Our 83,000-member Union Coalition just reached a Tentative Agreement with Kaiser Permanente on a four-year contract that wins on all our bargaining goals and restores a true Labor Management Partnership. Our four-year Tentative Agreement:

1 Protects good, middle class jobs with . . .

- Strong across-the-board raises of 3% each year
- Protected healthcare benefits — including fully-paid family coverage and \$5 copays for office visits and \$5 mail-order and first-time prescription copays
- Protected retirement benefits — no changes to our pensions or retiree medical coverage
- No two-tier wages or benefits for new hires — all future Kaiser workers get the same wage rates and benefits as us

2 Completely bans subcontracting of jobs at our facilities and strengthens protections against outsourcing work

3 Waives the work experience requirement for any of us seeking promotion to a new position at Kaiser

4 And many other huge wins for our families and our patients....

We don't get it until we vote for it and ratify it.

Stay tuned for more information.

COALITION OF
KAISER PERMANENTE
UNIONS