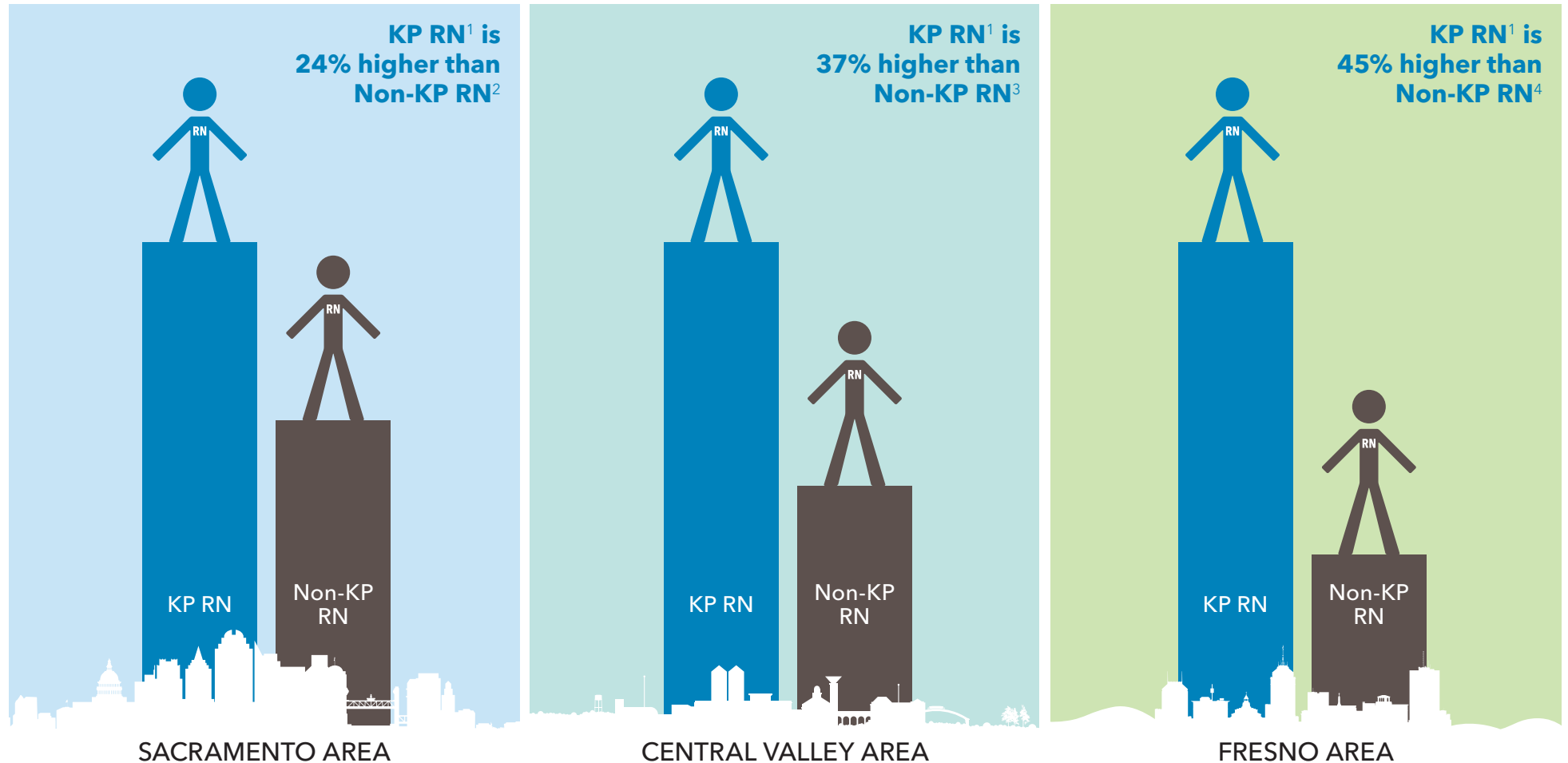


Keeping Health Care Affordable: Align Salaries with Local Markets

Kaiser Permanente is committed to providing salaries at or above other health care providers in Northern California. But we must look at aligning these salaries with the local cost of living to remain affordable for our members.

Right now, Kaiser Permanente nurses represented by CNA are paid the same no matter where they work in Northern California. Other regional hospitals with CNA contracts, including University of California, don't do this – they pay nurses in accordance with the communities where they work.

KP has proposed new wage scales for nurses hired on or after Jan. 1, 2019 in the Sacramento, Central Valley, and Fresno areas, to align with local costs of living. **The new wage scales will not apply to current KP Northern California nurses.**



¹ KP Staff Nurse II, Step 6. Assumes 8 yrs. experience; full-time 40 hrs./wk.

² UC Davis Nurse, Clinical II, Step 7. Assumes 8 yrs. experience; full-time 40 hrs./wk.

³ UC Merced Nurse, Clinical II, Step 9. Assumes 8 yrs. experience; full-time 40 hrs./wk.

⁴ Fresno non-KP Nurse. Source: Bureau of Labor Statistics, May 2015.