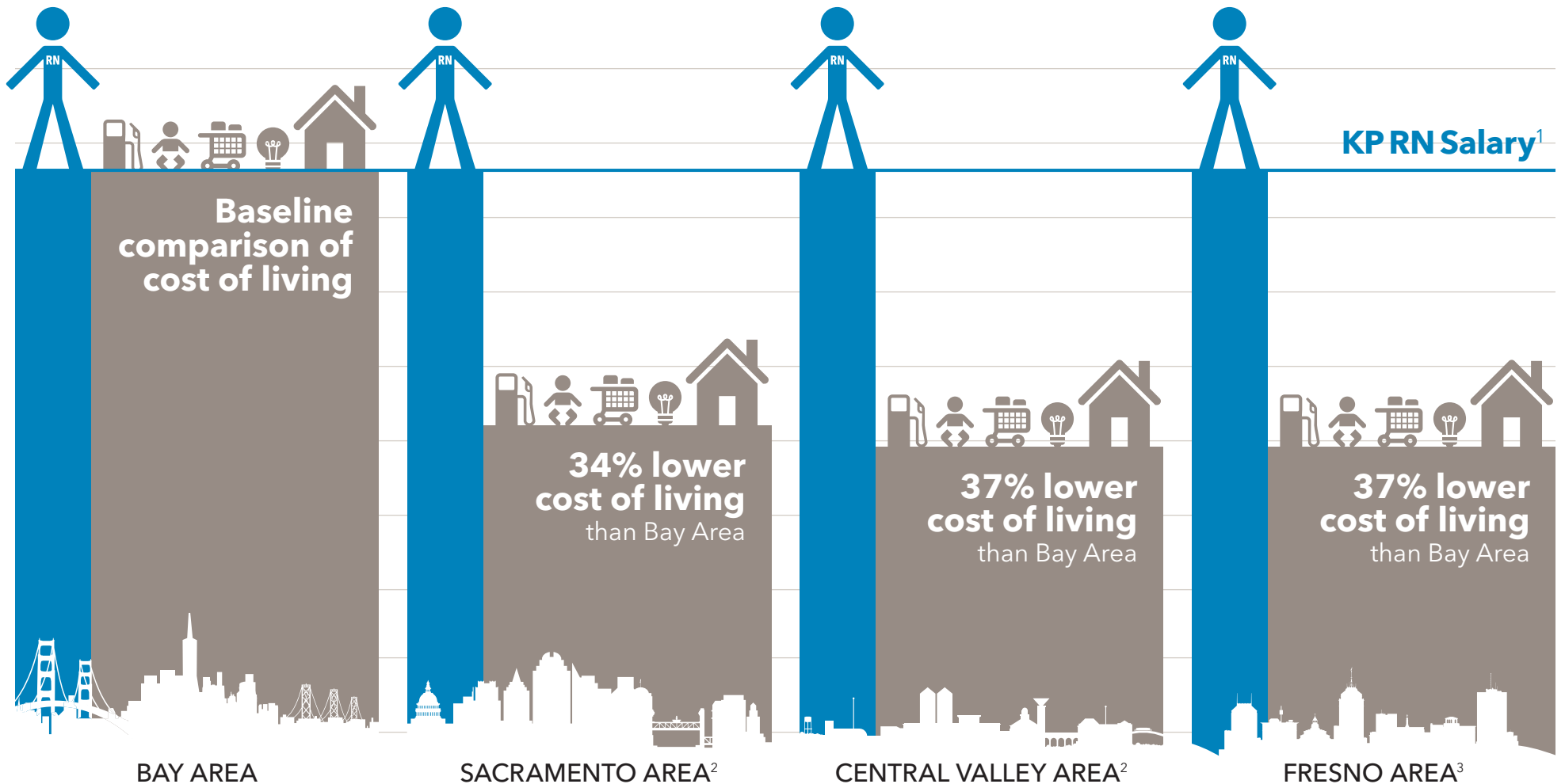


Keeping Health Care Affordable: Cost of Living

In Northern California, the cost of living varies significantly from one market to another, but we currently pay our nurses represented by CNA the same no matter where they work. This means our labor costs are out of balance in places where the cost of living is lower. This hurts our ability to be more affordable for our members. Other health care providers in California with CNA contracts, including University of California hospitals, already pay nurses in alignment 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, Step 6. Assumes 8 yrs. experience; full-time 40 hrs./wk.

² The Council for Community and Economic Research (C2ER) – Cost of Living Index – 2016 Annual Average Data.

³ The Council for Community and Economic Research (C2ER) – Cost of Living Index – 2014 Annual Average Data.