

# NORTHERN CALIFORNIA REGION For Coalition-Represented Employees

Summary of July 26 Proposal

## YOUR GREAT BENEFITS WILL CONTINUE



**Medical Benefits**  
Same office visit copays



**Pension Benefits**  
Industry-leading benefits  
for you/new hires



**Dental Benefits**  
Comprehensive coverage

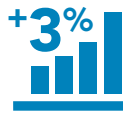


**Performance Sharing**  
Cash payout based  
on defined targets



**Prescriptions**  
\$10 in-person/\$5 mail-order  
copayment<sup>1</sup>

## INCREASES TO YOUR PAY



**Wage Increases**  
+3% increase each year  
(2019 – 2022)

## ENHANCEMENTS TO YOUR BENEFITS



**Travel for Learning**  
+\$250 as part of tuition  
reimbursement program

## BUILDING THE WORKFORCE OF THE FUTURE<sup>2</sup>

**\$40**  
MILLION

**Workforce  
Development Fund**  
To support training for  
new entrants into the field



**New Hire Training  
Positions**  
3-year transition to Step 1  
of the current wage scale<sup>3</sup>

<sup>1</sup> Based on meeting incentive targets; does not apply to flex low plan

<sup>2</sup> Available to unions who choose to participate

<sup>3</sup> For agreed upon roles only