

# What's on the table

## Pharmacy Guild bargaining

After months of productive negotiations, see for yourself Kaiser Permanente's proposal on the full package of wages and benefits. This **contains no takeaways** and **fulfills the majority** of what the Guild has sought. Given this respectful and generous proposal, it makes little sense for the union to ask you to keep waiting and potentially sacrifice your pay and time for a strike.

Get the facts at [FortheRecord.kp.org](http://FortheRecord.kp.org)



### Wage increases

Wage increases over 4 years, retroactive to June 1, 2021\*

**3%**  
wage increase

YEAR 1

**2% + 2%**  
wage increase      lump-sum bonus

YEARS 2, 3, and 4

### Differential wages increases (as proposed by the Guild)

- For weekend hours: **increasing 300%**, to \$2 (up from \$.50)
- For on-call/short hours: **increasing to \$3.50** (up from \$2.50)
- For stand-by: **increasing to \$5** (up from \$4)



### Incentive plan payout increase\*

MORE THAN **120%** increase in your plan payout, to a maximum of \$4,000 a year (up from \$1,800, which has been the max. for a decade)

Average payouts in 2018-2021 have been \$1,600/year. Under our proposal, similar performance would merit an average of \$3,600 each year for you.

### Increase in post-retiree medical benefits

- No changes or takeaways to your retiree medical coverage
- Significant increase in Kaiser Permanente's contribution to your Health Retirement Account (HRA):

Upon retirement those who qualify and retire after 1/1/2022 will receive

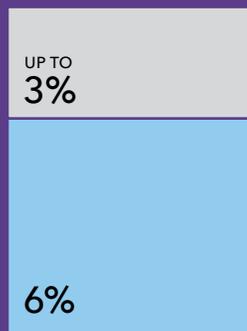
**\$2,000** for each year of service (up from \$1,800)

and an additional supplement of **\$10,000** at age 85 (up from \$8,000)

### Higher Defined Contribution Plan match\*

- 6% generous employer contribution will continue for those hired after 6/1/2009
- 225% increase of employer match to 3%
- No changes to the Defined Benefit (pension) Plan

- employer match
- employer contribution



KP PROPOSAL

### 20 tentative agreements already made on important operational matters

### Ratification bonus\*

**\$1,000** ratification bonus offered for each Guild member if package is ratified by noon, Friday, Oct. 29

\*The ratification bonus, DC contribution, Incentive Plan, and retroactive pay increases were offered on condition of ratification by noon, Friday, Oct. 29. It is our desire to have a ratified agreement by the Guild bargaining unit and we believe our offer to be generous and equitable.