

What's on the table

L39 Engineers bargaining

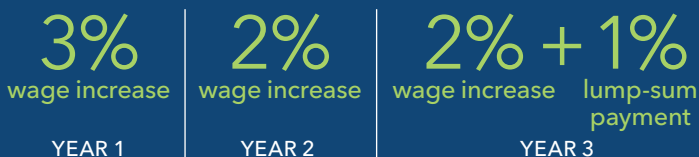


We have delivered to IOUE Local 39 a comprehensive proposal that is consistent with compensation of other Kaiser Permanente employees. Our proposal offers **across-the-board pay increases** and **cash payments** that are similar to our other employees', along with **industry-leading medical benefits** and the **highest retirement benefit** of any group of represented employees in the organization.

Our engineers will remain among the best compensated in the profession, with increased wages and lump-sum cash payments.

Wage increases

Wage increases over 3 years



Lump-sum payment

\$1,500

offered for each L39 member to be paid within 60 days of ratification if a tentative agreement is reached by December 3, 2021.



No changes or takeaways to your retiree medical coverage

Employer pension contribution increases over 3 years



Employer contribution to Defined Contribution Plan

3%
continues

Group life insurance benefit increased to

\$25,000

and continues to be 100% paid by KP

Annual dental insurance maximum will increase to

\$1,500

a **25% increase**

Contributions to the Local 39 pension trust could amount to an additional **\$2,000** over the life of the 3yr agreement.

Over the life of the 3-year agreement

average additional cash value of KP's offer could be

\$7,150 PER YEAR for full-time Local 39-represented employees.

Under KP's proposal, increased base wages could total over **\$18,750** for the life of the contract. On top of that, add in a potential total of **\$2,750** in lump-sum payments. **That's over \$21,500**