

Kaiser Permanente's offer to IUOE Local 39 engineers just got better



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

Wage increases 27% increase over 6-year term (2021-2027)

4%

2021

4%

2022

4%

2023

5%

2024*

5%

2025

5%

2026



Lump-sum payment

Up to \$15,000

will be provided to engineers, based on their date of hire.

*A compounded increase of 12% will be applied as 4% increases for 2021, 2022, and 2023 on the first day of the pay period following date of ratification of the agreement.

Improvements to your retiree medical coverage

Employer pension contribution increases

24% increase

over the duration of the 6-year contract

Annual dental insurance maximum will increase to

\$1,500

a 25% increase

Employer contribution to Defined Contribution Plan

3%

continues

Group life insurance benefit increased to

\$25,000

from the current \$5,000 and continues to be 100% paid by KP

An example

If the contract were to be ratified Feb. 1, 2024, a foreman Bay Area engineer making \$57/hour would see wages increase to \$64/hour on the first day of the pay period following the ratification of the agreement.

By the end of the contract in 2026, this engineer would make \$74/hour.