



Area	Agreement
Job Security	No Layoffs through the end of 2019
Economic Terms and Benefits	Most favored nations language secured re: across-the-board wage increases and/or a mixture of ATBs and bonuses; wage table improvements; shift differential rates; reporting time pay; on-call pay; holidays; holiday premiums; PTO benefits, including jury duty and bereavement leave, than received by non-Alliance of Health Care Unions-represented Bargaining Unit employees in the Colorado Region.
Term of Agreement	3-year agreement; Local Agreements expire as follows. Professionals: 4/2/2022; Mental health: 5/31/2022; National: 9/30/2021
Compensation	Across the board increases each year of agreement: 10/1/2018 - 2%; 10/1/2019 - 1%; 10/1/2020 - 1%; 9/1/2021 - contingent 1% depending on operation margin.
Compensation	Wage Committee Established; No changes during life of agreement; during the term of the contract gather and vet pay rate data; understand it compared to market; bring findings to the next round of negotiations.
Dental Benefits	Dental benefits improved! As of 1/1/2020: Diagnostic/Preventative -- Current: 70%; Change to 100% covered Basic -- Current: 70%; Change to: 90% covered Crowns / Restorative -- Current:70%; Change to 90%
Dental Benefits	Flex benefit removed.
Pension	Pension remains intact through life of agreement.
Pension/Retirement	Group to meet during this agreement to provide consensus recommendations for next round of bargaining
Active Employee HealthCare	Maintain active employee healthcare benefits as-is through the life of the agreement.
Active Employee HealthCare	Reopener -- Parties agree to reopen contract in 2021 with respect to healthcare benefits for changes to be effective in 2022 plan year. No changes if no agreement.
Education Benefits	Continuing education remains intact. No Changes
Education Benefits	New educational trust agreed to (so long as governance issues are not satisfactorily addressed) with improved funding. Funding: improved from 0.4% of gross annual payroll to 0.5% of payroll; additional \$3M in funding; add'l \$3M in funding for EISA implementation.
Education Benefits	Tuition Reimbursement intact, with more flexibility. Employees may use up to \$750 of the Tuition Reimbursement to pay for travel, room/lodging, expenses (exc. Meals) for courses, workshops, seminars, professional conferences, educational meetings, and special events taken/attended for CE in order to advance skills and obtain or maintain position-required licensure, or certification.



Retiree Medical	Those who retire on or after 1/1/2021 will receive \$2,500 per year of service, instead of current \$2K per year of service.
Retiree Medical	Retiree medical benefits remain intact for all current employees; those <u>hired</u> on or after 1/1/2021 will not be eligible for the premium subsidy; all other portions remain intact for future EEs.
Compensation	All Regions will have an attendance factor and a financial gate. If regional financial gate not met, up to \$1000 PSP payment based on union members' performance.
LMP	Contract Specialist. Currently entitled to 1:1,500 rep'd employees; increased to 1:1,200 rep'd employees.
LMP	Kaiser will contribute to match the employee contribution \$.09/EE/hour, and include start-up funds.
LMP/economic	All LMP agreements that applied to the Coalition are applicable to the Alliance; e.g. EISA, Recognition and Campaign Rules, Retiree Medical Dispute Resolution
LMP	Code of Conduct -- no ballot initiatives or legislation specifically targeted to harm the other party; improve timeliness and effectiveness of National Agreement dispute resolution process; expedited bargaining for new units accreted to existing contracts.
LMP	KP committed to respect local union scope of recognition. The company will notify Alliance unions when another union seeks to organize workers within Alliance Unions' jurisdiction and enable resolution of the issue.
LMP	Process for improving the Partnership relationship leading to a summit in February 2019
LMP	Union will have one hour with new employees in the New Employee Orientation.
LMP	LMP Trainings for new hires, middle management and frontline. Newly hired partner union and management employees will complete LMP training within 90 days.
LMP	Workgroup to create a playbook on partnership expectations and best practices.
Staffing	LMP sponsorship team to oversee implementation of national agreement staffing language; best practices for sharing info on budget and financial performance; national attendance committee.
THIP	Updated total health language. Discontinued THIP.
Miscellaneous	Alliance will receive annual briefings from KP Retirement Plan Investment Cmte re funded status of retirement plans and performance of plan assets.
Miscellaneous	One representative of Alliance will attend KP Admin Cmte in order to review appeals by Alliance retirees