



Clarification Regarding Text Messages you may have Recently Received

You may have received text messages regarding open enrollment and across-the-board wage increases yesterday or the day before from UFCW Local 7, and we wanted to clarify if it created any confusion:

Open Enrollment. As a Kaiser employee **you have open enrollment later this month, from 10/24/2022 through 11/11/2022.** You may have received a text message yesterday from UFCW Local 7 about open enrollment, which provided incorrect information. Unfortunately, the text was intended for workers for different employers, not Kaiser employees. The excellent benefits you receive as an employee represent hard-fought elements of our fight for good wages and benefits for employees. As you may know \$0 premium, \$0 deductibles, and minimal co-pays regardless of the number of dependents you have are virtually unheard of in any industry. The other benefits you have the option to choose from are also hard-fought. As you may know, one additional improved benefit you have access to starting in January due to our contract negotiations in 2021 is a low co-pay chiropractic and acupuncture benefit.

Across-the-Board Wage Increases. Despite a forceful effort last year by KP to negotiate a concessionary contract for its employees, union members and unions across the country fought hard for solid wage increases and strong overall contract terms. Our collective efforts as union members and union negotiators were successful, and **on the paycheck next week you will see a 3% wage increase.** SEIU 105 will simply receive a 2% increase with a 1% lump-sum, which is overall inferior to our contract terms.