

## 2018 ALLIANCE NATIONAL AGREEMENT TA STATUS

*Confidential – Please Do Not Distribute in Advance of the September 29 Delegate Conference*

TA Subject	Summary
Section 2.A.1. ATB	CA/NW: 2018: 3%, 2019: 2.75% + 0.25% lump sum, 2020:3% CO: 2018: 2%, 2019: 1%, 2020: 1%, 9/2021: up to 1 % based on Region finances Other ROC: 2018: 2.25%, 2019: 2%, 2020: 2.25%
Section 2.B.1. Active Medical	No change in any region for 2019, except that IUOE 501 transition to SCAL \$5 plan 1/2019. No change in Colorado and UFCW 21 KPWA for 2019, 2020, and 2021. <i>Except for Colorado and KPWA/UFCW 21:</i> <ul style="list-style-type: none"> <li>• Starting in 2020, each region will have a single regional \$10 office visit plan.</li> <li>• Starting in 2020, no flex for active medical (supplemental medical in flex continues where existing)</li> </ul> All regions (including CO and UFCW 21) reopener in 2021 for 2022 co-pays. UNITE HERE L.5 Increased funding for Health Trust. MAS POS continues for current enrollees.
Section 2.A.2. PSP	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.
Local agreement economic issues escalation	In connection with national we resolved many local economic issues elevated from local bargaining tables. These will be discussed at the local level.
KP WA Retiree Medical	New retiree medical plan for KP Washington UFCW 21 effective 1/1/2019 at \$250 per year of service including all Group Health service.
Item #15 Retiree Medical Dispute Resolution	The national agreement will be amended to include the panel decision on retiree medical for employees who retire and return to work.
Item #19 Medicare Part D Administration	The national agreement is amended to include Medicare Part D grievance resolution.
Item #26 Code of Conduct	Partnership expectations of labor and management; no ballot initiatives or legislation 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.
Item #28, #29, #30 LMP Side Agreements	All agreements with the Coalition are also in effect for the Alliance, including EISA, Card check rules, and applicable side agreements.
Item #31 Union Recognition	KP committed to respect local union scope of recognition
Item #33 Enhanced LMP Process	Process for improving the Partnership relationship leading to a summit in February 2019
Item #35 Educational Trust Funding	If governance not resolved for BHMT, funding will be redirected to a new Alliance educational trust.
Item #36 New Employee Orientation	Union portion of orientation will have a minimum of one hour, employer will be positive and neutral
New Section 2.B.3.n. Committee Briefings	Alliance Board will receive briefings on the status of the pension funds and retirement administrative issues
Side Agreement - Partnership Trust	Alliance will seek to obtain share of LMP reserves for new trust
New Section 2.B.3.f. Revised Dental Benefit	Dental benefits are improved to one standard national plan (except in NW which has its own KP plan). Diagnostic and Preventative at 100%; Basic, Crowns at 90%; Prosthodontics 70%; Child Orthodontics 50%.

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Section 2.B.2.b. Defined Benefit Retirement Plan	Committee to review pension benefits.
New Section 2.B.3.l. HERE Local 5 Trust	Increased funding for health and other benefits for Local 5 members.
Section 1.B.3. Partnership Trust Contributions	Adequate funding for new LMP Trust: the employer will contribute to match our \$.09, and additional start up funds.
Section 1.D.1.a. Joint Educational Trust Funding Calculation	Increased Educational Trust fund by 25% from 0.4 to 0.5% of payroll. Additional \$4 million continues. New fund if necessary.
New Section 2.B.3.k. Administration Committee-Appeals Subcommittee Representative	Alliance non-voting representative on appeals committee which hears appeals from retirees on pension and retiree medical issues
New Section 2.B.3.m. Flexible Benefits	Dental benefits removed from flex program for a new standard improved dental plan. With the exception of Colorado, medical also removed from flex. Other current provisions of flex (disability, life insurance, supplemental medical, etc.) will remain in flex.
Section 1.F.3. Revised Contract Specialist	Improved ratio from 1:1500 to 1:1200
Section 1.D.3.c. Revised Travel Reimbursement	Up to \$750 of the tuition reimbursement may be used for travel.
Section 2.B.2.h. Retiree Medical Benefits	Employees hired on or after January 1, 2021 are not eligible for retiree medical premium subsidy. Effective January 1, 2021, ROC retiree medical HRA increased to \$2500 per year of service.
Exhibit 3.D. Moving Expiration Dates	We have eliminated so-called “Group 3” and advanced the expiration dates of “Group 3” contracts to “Group 2”
Section 1.H. Total Health	Updated total health language. Discontinued THIP.
New Section 2.A.3. Joint Wage Committee	Joint committee to review job classifications and pay rates to reach joint understandings in preparation for the next round of national bargaining.
Deliverable 2: Staffing, Budgeting and Backfill	LMP sponsorship team to oversee implementation of national agreement staffing language; best practices for sharing info on budget and financial performance; national attendance committee.
Deliverable 1: Align on Labor and Management Expectations	Workgroup to create a playbook on partnership expectations and best practices.
Deliverable 4: LMP Training	Implementing a plan for LMP Trainings for new hires, middle management and frontline. New hired partner union and management employees will complete LMP training within 90 days.
KP Washington UFCW 21 No Subcontracting	The 1k4 provisions of the National Agreement on insourcing/subcontracting will be extended to UFCW Local 21 effective 10/1/20.
Duration	Three years 10/1/2018-9/30/2021.

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