

## AHCU / KP National Bargaining Tentative Agreements

November 10, 2021

### **3. OTHER BENEFITS (p68)**

All employees will be offered the following:

#### **a. Dependent Care Spending Account**

A Dependent Care Spending Account (DCSA) option will be provided to employees eligible for benefits. This account is a voluntary plan that allows the employee to set aside pretax dollars to pay for eligible dependent care expenses. The maximum DCSA annual contribution will be \$5,000. DCSA may be used to pay for certain expenses for eligible family members as permitted under the Internal Revenue Code.

#### **b. Survivor Assistance Benefit**

The survivor assistance benefit will cover employees who are eligible for benefits. This benefit will provide the employee's chosen beneficiary(ies) with financial assistance upon the employee's death. The amount payable is equal to one times the employee's monthly base salary (prorated for part-time employees based on regularly scheduled hours). Should death occur while the employee is on a leave of absence of less than one year, the beneficiary(ies) will continue to be covered by this benefit.

#### **c. Workers' Compensation Leaves of Absence**

Effective with workers' compensation leaves of absence commencing on or after October 1, 2000, up to 1,000 hours of workers' compensation leave(s) may be used toward determining years of service for purposes of meeting the minimum eligibility requirements for retirement or post-retirement benefits.

#### **d. Disability Insurance**

Eligible employees in the Southern California and the Northwest regions who are not in a flexible benefits program shall receive short-term and long-term disability insurance coverage in accordance with the general description of the benefit levels as stated in Exhibit 2.B.3.d. A bargaining group in the above-mentioned regions with superior short-term and/or long-term disability coverage provided under local collective bargaining agreements shall maintain that coverage.

#### **e. Employee Health Care Management Program**

Kaiser Permanente will offer a comprehensive Employee Health Care Management Program to help employees manage their chronic diseases and other existing health issues. The goal of the program will be to reduce the incidence of these chronic diseases among employees. The Employee Health Care Management Program will be integrated with existing care management and employee health programs at the local level. The parties will jointly design an Employee Health Care Management Program, and prepare an implementation plan to include a staffing plan, in the first year of the Agreement. The program will include metrics that measure the success of and gaps in the program and identify successful practices.

#### **f. Revised Dental Benefit**

## AHCU / KP National Bargaining Tentative Agreements

November 10, 2021

Effective January 1, 2016, the annual maximum for adults will be \$1,500 for all regions and the lifetime maximum for child orthodontia shall be \$1,500 for all regions. A Preferred Provider Network (PPO) shall be offered in Southern California.

Effective January 1, 2020, Kaiser Permanente will offer only a Preferred Provider Network (KP-PPO) in all regions (as described in Exhibit 2.B.3.f.), except as described below:

- **Southern California Region:** The dental health maintenance organization (DHMO) period, as described in local agreements, remains effective for the applicable initial service period. The KP-PPO shall be offered as an option following the applicable DHMO period.
- **Northwest Region:** Only KFHP Dental Plan A provided by the Permanente Dental Associates shall be offered by the employer. Any local with the option of a trust will maintain the option to select the trust. (See Exhibit 2.B.3.f.)

This provision will supersede any contrary local collective bargaining agreements, except it shall not apply to any Taft-Hartley trusts for dental benefits.

### **g. Life Insurance**

The Employer will provide a minimum of \$50,000 in life insurance coverage for all benefited employees. Employees may purchase additional coverage through the Employer (see 2.B.3.h. below).

### **h. Benefits by Design Voluntary Programs**

Beginning January 1, 2017, insurance benefits found in the Benefits by Design voluntary program, which are offered nationally to non-represented employees, will be made available to employees eligible for benefits on an after-tax basis, subject to the satisfaction of any insurer requirements. The available options may include long-term care insurance, legal services insurance, additional term life insurance, identify theft maintenance, auto and homeowners insurance, and pet insurance. Any improvements made for non-represented employees will be offered to eligible Alliance-represented employees.

### **i. UFCW Local 1996 and Employers Legal Assistance Fund**

Effective October 1, 2015, the Employer shall increase its contribution to the UFCW and Employers Legal Assistance Fund to \$8 per month per benefited employee in the UFCW Local 1996 bargaining unit.

**Effective January 1, 2023, the Employer shall increase its contribution to \$9 per month per benefited employee.**

### **j. Flexible Benefits**

Effective January 1, 2020, for the following groups medical and dental are excluded from the flexible benefit options and credits: UNAC Pharmacists, UNAC KPMWON, UNAC SCNSC, UNAC UTSC, OFNHP Local 5017 Professional, OFNHP Local 5017 Lab Professional, ILWU Local 28, UFCW Local 1996 Clerical/Technical and UFCW Local 1996 Professional.

AHCU / KP National Bargaining Tentative Agreements

November 10, 2021

Effective January 1, 2020, for IUOE Local 1, UFCW Local 7 Professional and UFCW Local 7 Mental Health, dental is excluded from the flexible benefit options and credits.

The remaining components of existing flex plans will continue unchanged.

This provision will supersede any contrary local collective bargaining agreement and the National Agreement.

**k. Citizenship Fee Assistance**

**Effective January 1, 2023, the employer agrees to reimburse the eligible employees who are lawful permanent residents for the cost of applying for U.S. citizenship. This cost shall include the filing fee for the application for naturalization (currently Form N-400), the applicable biometrics fee and citizenship classes. Employees will also receive a paid day off to attend their Naturalization ceremony to become a U.S. citizen. To be eligible, employees must be regularly scheduled to work 20 or more hours per week at the time they apply for citizenship.**

**For the Alliance:**

 11/12/21

**Hal Ruddick                      Date**  
**Executive Director**  
**Alliance of Health Care Unions**

**For the Employer:**

 11/12/2021

**Steve Shields                  Date**  
**Senior VP National Labor Relations**  
**Kaiser Permanente**