

National Agreement TA List for KPNAA Ratification

CA ATBs

2018: 3%, 2019: 2.75% + 0.25% lump sum, 2020:3%

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.

Except for Colorado and KPWA/UFCW 21:

- Starting in 2020, each region will have a single regional \$10 office visit plan.
- Starting in 2020, no flex for active medical (supplemental medical in flex continues where existing) All regions (including CO and UFCW 21) reopener in 2021 for 2022 co-pays.

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.

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%.

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.

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.

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.

Administration Committee-Appeals Subcommittee Representative

Alliance non-voting representative on appeals committee, which hears appeals from retirees on pension and retiree medical issues

Revised Travel Reimbursement

Up to \$750 of the tuition reimbursement may be used for travel.

Revised Contract Specialist
Improved ratio from 1:1500 to 1:1200

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.

LMP Side Agreements
All agreements with the Coalition are also in effect for the Alliance, including EISA, Card check rules, and applicable side agreements.

Union Recognition
KP committed to respect local union scope of recognition

Enhanced LMP Process
Process for improving the Partnership relationship leading to a summit in February 2019

Educational Trust Funding
If governance not resolved for BHMT, funding will be redirected to a new Alliance educational trust.

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 Employee Orientation
Union portion of orientation will have a minimum of one hour, employer will be positive and neutral

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

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.

Defined Benefit Retirement Plan
Committee to review pension benefits.

Partnership Trust Contributions
Adequate funding for new LMP Trust: the employer will contribute to match our \$.09, and additional start up funds.

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.

Align on Labor and Management Expectations

Workgroup to create a playbook on partnership expectations and best practices.

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.

Moving Expiration Dates

We have eliminated so-called "Group 3" and advanced the expiration dates of "Group 3" contracts to "Group 2"

Duration

Three years 10/1/2018-9/30/2021.