

## **2025 KP/Alliance of Healthcare Unions National Bargaining Tentative Agreement**

**August 7, 2025**

### **Retiree Medical Program “Medical Premium Subsidy” Rules of Application: 2.B.2.i.(3)**

Effective January 1, 2026, the Medical Premium Subsidy can be applied within a region to any KPSA plan available under the Kaiser Permanente Retiree Medical Plan. For example, if within a region, there are three KPSA plans: a zero premium plan, a plan with a \$50 premium, and a plan with a \$75 premium, the retiree may enroll in the zero premium plan; or, choose to enroll in the \$50 premium plan and have the premium subsidy applied to the \$50 premium; or, choose to enroll in the \$75 premium plan and have the premium subsidy applied to the \$75 premium.

**Agreed:**



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



**Arlene Peasnall**  
Senior Vice President  
National Labor Relations,  
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