

2025 KP/Alliance of Healthcare Unions National Bargaining Tentative Agreement

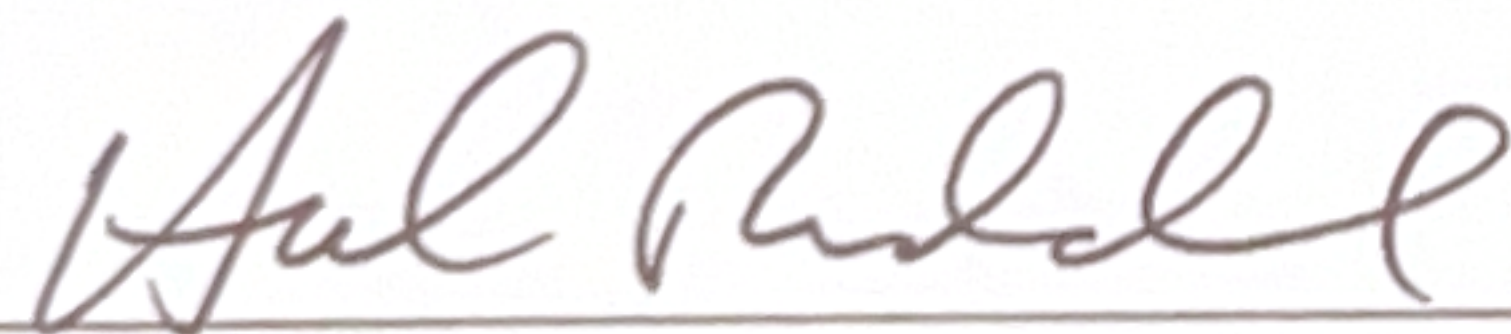
August 7, 2025

Additions to Section 2.B.1.b Basic Comprehensive Plan

Effective January 1, 2027, the hearing aid allowance for adults in the SCAL and GA non-flex HMO plans will be \$1,000 per device per ear every 36 months.

Employees who have been on or after January 1, 2021, who have been in the Washington Region on or after January 1, 2026, shall receive the maximum Medical Premium Subsidy in the amount of \$43.06 per month subject to the Section 2.B.2.1.3 "Medical Premium Subsidy Rules of Application". This maximum amount shall increase by 3 percent (3%) on January 1, 2027, and on January 1 of each subsequent year.

Agreed:



Hal Ruddick
Executive Director
Alliance of Health Care
Unions



Arlene Peasnall
Senior Vice President
National Labor Relations,
Kaiser Permanente