



KNOW OUR CONTRACT, KNOW OUR POWER

UNAC/UHCP KPASCO CONTRACT: ODs



Did You
KNOW?

PERFORMANCE SHARING, INCENTIVE PLAN & CBA UPDATES

Your Contract is Now in Effect

The agreement updates incentive plan language and modernizes contract terminology without changing member rights and benefits.

INCENTIVE PLAN GOALS

- 1 The joint labor-management committee will make a good-faith effort to establish annual goals by December 1.

60-DAY NOTICE REQUIREMENT

- 2 If no agreement is reached, Kaiser must provide at least 60 days' notice before any plan change impacts members.

GENDER-NEUTRAL LANGUAGE

- 3 Gendered language has been updated throughout the contract. This is an inclusive update and does not change rights or benefits

VISION ESSENTIALS UPDATE

- 4 Permanente Vision Services has been updated to the current terminology; Vision Essentials. This is a terminology update only.



WHAT TO DO

- 1 Watch the December 1 deadline each year for incentive plan goals.
- 2 If not agreement is reached, Kaiser must give at least 60-day notice before any plan change affects you. Use that window to stay informed and engaged.
- 3 Note that the gender-neutral and Vision Essentials updates do not change your rights or benefits.

