## 2021 Alliance National Bargaining - Tentative Agreement

Subcommittee: Economics

Revise Section 2.A.1. as follows:

## 1. ACROSS-THE-BOARD WAGEINCREASES (ATBs) AND LUMP SUM PAYOUTS

ATBs will be effective on the first day of the pay period closest to October 1 in each year of the Agreement. Lump sums pursuant to this Agreement will be paid out in the first pay period following October 1 in each of Years 3 and 4 of this Agreement.

ATBs (ACROSS THE BOARD) WAGE INCREASES AND LUMP SUMS				
	2021	2022	2023	2024
Wages	3%	3%	2%	2%
<b>Lump Sums</b>	7-27 -		2%	2%

Agreed:

Hal Ruddick

Executive Director Alliance of Health Care

Unions

Dato

Steve Shields

Senior Vice President

National Labor Relations, Kaiser

Permanente