

## 2021 Alliance National Bargaining – Tentative Agreement


### Retiree Medical HRA – KP Washington

Add to Section 2.B.2.i.(7):

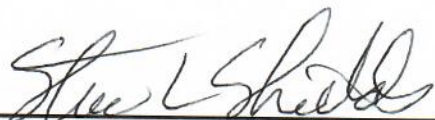
- (7) **Washington Region.** This Section 2.B.2.i. shall not apply to eligible retirees in the Washington Region, except effective January 1, 2019, any retiree who has at least 15 years of service and is at least age 55, as of the date of retirement, shall receive only an Employer allocation to an HRA at the time of retirement in the amount of \$250 per year of service, subject to the “Retiree Medical HRA and HRA Supplement Rules of Application.” Employees of Group Health Cooperative on the date of acquisition will have prior service included in years of service.

Effective January 1, 2020, this HRA will increase from \$250 per year of service to \$350 per year of service. **Eligible employees who retire on or after January 1, 2022, shall receive only an Employer allocation to an HRA at the time of retirement in the amount of \$1,000 per year of service, subject to the “Retiree Medical HRA and HRA Supplement Rules of Application.”**

Agreed:

  
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Hal Ruddick  
Executive Director  
Alliance of Health Care  
Unions

11/17/21  
Date

  
\_\_\_\_\_  
Steve Shields  
Senior Vice President  
National Labor Relations, Kaiser  
Permanente

11/13/2021  
Date