

Compare Your Benefits to CNA's*

	Benefits	Non-Represented, KFHP & KFH	C N A
Pension & Defined Contribution	Pension - Multiplier	Plan A: 1.50%	1.45%
	Defined Contribution - Employer Contribution	Plan B: 5% KP contribution (no employee match required) TSA: 2% KP contribution up to Soc Sec wage base, 5% thereafter (no employee match required)	1.25% KP contribution (requires employee match of at least 2%)
Active Medical	Active Medical	Choice of Basic, Mid, or High Plan	Mid Plan only
Retiree Medical	Coverage	Kaiser Permanente Senior Advantage(KPSA) / Medical Health Reimbursement Account(HRA)	KPSA Group Plan
	Premium Subsidy	Sustained level of support KP pays \$186/month, indexed at 3% starting in 2018.	Capped support Full premium subsidy until 2027. Starting in 2027 the retiree will pay any excess premium that is greater than the employer contribution or the set negotiated contribution amount.
	Health Reimbursement Account (HRA)	KP contributes \$2,500 for every year of service, plus \$10,000 at age 85	\$6,200 total limited-use HRA -- can only be used for premiums
Paid Time Off	PTO/VAC/ Holidays	Up to 41 paid days off per year: min. 19 days to max. 34 days PTO 7 paid holidays	Up to 35 paid days off per year: min. 10 days to max. 25 PTO 10 Paid Holidays
Dental, Life, Disability	Dental	<ul style="list-style-type: none"> Annual Max: \$1,500 Child Ortho: 50% up to \$1,500 lifetime max 	<ul style="list-style-type: none"> Annual Max: \$1,200 Child Ortho: 50% up to \$1,000 lifetime max
	Life Insurance	Basic Employee Benefit: 1x salary Optional Employee Buy-up: up to \$1,000,000	<ul style="list-style-type: none"> Basic Employee Benefit: \$5,000 Optional Employee Buy-up: \$14,000
	Survivor Assistance	In the event of your death Kaiser Permanente pays a benefit equal to one month of your base wage to your survivor.	None
	Long Term Disability	Choose 50% or 60%	50% only
Tuition	Tuition Reimbursement	\$3,000 per calendar year	\$2,300 per calendar year

*CNA benefits are subject to bargaining. You may get less, the same, or more.

12/7/16