

# KAISER'S RACE TO THE BOTTOM INCLUDES ELIMINATING A PRIZED BENEFIT FOR ALL WORKERS: RETIREE HEALTH

*Fewer Benefits for Workers, More Money for Executives*

As Kaiser continues its plan to eliminate pension plans and decrease health plan benefits for all Kaiser employees while increasing executive compensation to obscene levels, it is also proposing to eliminate Retiree Health Coverage.

Kaiser wants to be no worse but no better than any other healthcare provider. Kaiser no longer wants to be known for:

- Best Place to Work - **At Kaiser today, workers are unappreciated and undervalued.**
- Best Service - **Morale is down with the resulting impact on service.**
- Best Quality - **Today, patient access is more like an assembly line with limited access.**
- Most Affordable - **Now Kaiser charges just as much as any other plan.**

*The Retiree Health Plan Take-Away*

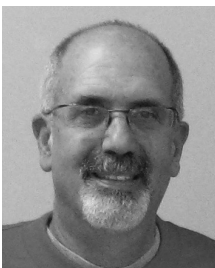
The Kaiser of the Past: A Secure Retirement.

When an employee retires, he/she receives the active employee's health plan with the current modest \$5 co-pays. This is especially important when a worker is living on a fixed income.

The Kaiser of the Future: A Time of Uncertainty

- Employees hired as of January 1, 2013 would never receive retiree health. Retiree health coverage would be eliminated forever.
- Employees hired before 1/1/13 would receive a monthly stipend to pay for the highest cost Senior Advantage Program with much higher co-pays and less coverage, e.g. a co-pay of \$200 each day for hospital admission for the first 10 days (\$2,000). The employee would pay any cost of the premium not covered by the monthly stipend. Employees would also receive a Health Care Reimbursement Account to defray some of the cost. Spouses would not be covered.

Kaiser says it will no longer be financially viable if it continues to offer this benefit. Kaiser would rather invest in huge bonuses and million dollar salaries for its executives than in its employees.



*"Many of us came here to work at Kaiser so we could spend a lifetime making this the best place to receive care and then retire knowing our finances are secure. Now management is trying to destroy that Kaiser, and turn it into just another company that tries to get as much money out of patients as possible, and invest the least it can in its workforce. We're united to stop that from happening."*

-Herb Klar, LCSW, Kaiser Pleasanton