

# Think You'll Be Secure in Your Retirement? **THINK AGAIN**

Kaiser Permanente by its recent actions has sent a clear message that it wants to shift the burden of healthcare costs to employees.

Currently when we retire, we are promised access to the same health insurance benefits and co-pays that we enjoy as active employees.

## **Retiree Health Cuts Kaiser Has Proposed to Other Employees:**

- **Discontinue** the current retiree medical benefit and replace it with the "best" available Senior Advantage Plan.
- **No** spousal monthly "subsidy" for current employees if younger than 62 and have less than 25 years of service or for any employee hired after implementation of this changed benefit.
- **No coverage** outside of a KP service area.
- **Not eligible** for retiree medical unless you work 2,000 hours per year, for a minimum 20 years.
- **Benefit is not valid** outside of KP service areas: if you move to an area outside of KP service area your benefit will not be effective.
- **Co-pays and benefit levels no longer guaranteed.** They can change every year.
- **Force change** on employees already retired and enrolled in existing plan, going back as far as ten years.



*“If Kaiser makes changes to our retirement benefits, the financial impact would be devastating. I might not be able to retire!”*

—Evelyn Ragonesi, RN  
Panorama City, 18 Years

