



If you are represented by a union in the Alliance of Health Care Unions, your medical and dental benefits will probably be changing starting January 1, 2020. The changes — negotiated as part of the 2018 KP-Alliance National Agreement — reflect the long-term goal of bringing improved, common benefits to all Alliance-represented members in all regions.

Changes to medical coverage	Changes to dental coverage
<i>Applies to Alliance-represented employees in the Georgia, Mid-Atlantic States, Northwest, and Southern California regions*</i>	<i>Applies to Alliance-represented employees in the Colorado, Georgia, Mid-Atlantic States, Northwest, and Southern California* regions</i>
Your current medical benefits will be replaced by a new medical plan that features \$10 copays for office visits.	Your current dental benefits will be replaced by a new, improved dental plan.
*No medical changes in Colorado	*Southern California employees will have current Dental HMO options in addition to the new dental plan.

Important: Flex credits will change

Since the new, common medical plan is removed from the Benefits by Design Program, you do not need to use credits to purchase your medical plan. Therefore, you will have fewer credits than in previous years. You can use your remaining flex credits to purchase optional life, accidental death and dismemberment, or disability insurance, depending on your employee group.

For more information about these changes, refer to the *Summary of Material Modification* and *Summary Plan Description* on [My HR](#).