



## Health Care Proposal – August 25, 2019

Ralphs spends hundreds of millions of dollars, so you and other associates can enjoy top-of-the-market health care benefits that are extremely affordable. As a matter of fact, in our current proposal, **Ralphs would invest more than \$400 million for your health care benefits over the next three years.**

*What does that mean for you?* Ralphs would increase what we already pay to an average of \$14,000 a year for your coverage. Ralphs associates pay about \$60 a month or \$720 a year in premiums for exceptional care coverage, for not only themselves, but for their family as well.

In comparison, the national average for family coverage in California is about \$700 a month in premiums. *Ask your family and friends what they think of your health care benefits.*

**FACT: With our current offer on the table, our associates will not see a penny increase to their health care premiums for the life of the new contract, based on current financial projections from the health care trust fund consultants.**

In addition, Ralphs associates have NOT seen an increase in contributions in 8 years amidst the national average increase for health care costs of 5-8% a year. The company has covered those additional increases.