

CITIZENSHIP FEE ASSISTANCE FOR ALLIANCE UNION MEMBERS



Are you a Kaiser Permanente employee represented by the Alliance of Health Care Unions?

As part of the 2021 KP-Alliance National Agreement, financial assistance is now available for Alliance members applying for U.S. citizenship. This benefit was collectively bargained as part of the Alliance and KP commitment to diversity, equity, inclusion and racial justice.

This policy is effective January 1, 2023.



WHAT

Eligible employees can be reimbursed for these expenses:

- » **Application filing fee** (Form N-400)
- » **Biometrics fee**
- » **Citizenship classes**



WHO'S ELIGIBLE

To be eligible, employees must (when they file Form N-400):

- » Work 20 or more hours a week
- » Have 90 days of active service
- » Be a member of an Alliance union

PAID DAY OFF: Employees also can get a paid day off to attend their naturalization ceremony.



LEARN MORE

Scan the QR code to visit the [Citizenship Fee Reimbursement page](#) to apply and view FAQs.

