



**THIS DOCUMENT
REPRESENTS THE COMPANY'S
FINAL AND COMPLETE OFFER**

**Kaiser National Addendum
Kaiser Professional Local Agreement**

Negotiations between United Food and Commercial Workers Union, Local 400 and Kaiser Permanente, for a new local contract and National Addendum have recently concluded. This analysis was printed and assembled as accurately as possible for review at your meeting. It is as complete as we could make it. Kindly forgive any omissions or typing errors.

All current articles, paragraphs and side letters that do not appear as changed in this proposal remain as they are in the current agreement. We have only addressed areas of change in this document. **The Highlight of changes will be available for review on March 23, 2026, on our website at <http://www.ufcw400.org>.**

Please join us for the Zoom contract meeting for Members at 6:00 p.m. on March 24, 2026, where the Company's final offer will be explained. Details to join the event will be emailed to you after you register. You will have an opportunity to discuss the offer and have your questions answered. We will simultaneously have an in-person meeting at UFCW Local 400, 8400 Corporate Drive, First Floor Meeting Room – Suite 110, Landover, Maryland.

The voting will take place online following the Zoom meeting using a tool called **ElectionBuddy.com**. Each member will receive a text and a unique link to access their online ballot and vote. Each member can only vote once using the link they receive. This will allow all members the opportunity to participate in voting on the new contract.

The ElectionBuddy text will be sent at 7:00 p.m. Eastern on Tuesday, March 24, 2026. You will have until 7:00 p.m. Eastern on Wednesday, March 25, 2026 to vote.

You must be a member in good standing to attend either meeting and to vote. Details are as follows.

You must register to attend the Zoom meeting. Once you register, you will receive a confirmation email with a link to attend the Zoom meeting.

RULES OF CONDUCT FOR THE ZOOM MEETING:

1. Only matters directly bearing on the proposed contract may be discussed.
2. No member shall speak more than once on any subject until all members wishing to be heard have the opportunity to speak.
3. So that all views may be presented, members must limit their remarks on any subject to one minute.
4. Those who speak must state their name, their position, and the department where they work.

CONTRACT VOTE ON PROPOSED CHANGES

As stated above, the voting will take place online using a tool called **ElectionBuddy.com**. Each member will receive a text and/or an email with a unique link to access their online ballot and vote. Each member can only vote once using the link they receive. This will allow all members the opportunity to participate in voting on the new contract.

The text message will look something like this:

“UFCW Local 400: New ballot notification. Vote here -[ebv.io/LINK](https://ebv.io)”

If you can't click the link in your text message, copy/paste it into your mobile phone browser or type in the URL on a computer or if for any reason you are unable to access your ballot, contact **Erica Jones** at ejones@local400.org, to receive a new text/email to vote.

The text and/or email will be sent at 7:00 p.m. Eastern on Tuesday, March 24, 2026. You will have until **7:00 p.m.** on Wednesday, March 25, 2026 to vote. **If you do not receive a text or an email by 7:30 p.m. on March 24th, please contact Erica Jones.**

Results of the vote will be announced at **10:00 a.m. on Thursday, March 26, 2026.**

If you have any questions, you can speak with your shop steward, contact your union representative, or call our headquarters at 301-459-3400 (Monday – Friday, 8:30 a.m. – 4:30 p.m.).



THIS DOCUMENT REPRESENTS THE COMPANY'S FINAL AND COMPLETE OFFER

SECTION 1: Articles outlined in this section represent tentative agreements reached related to the 2021 National Agreement.

1. Subcommittee – AI and Technology

The parties will establish the Alliance-KP Taskforce on Technology and AI within 120 days of ratification, focused on sharing information, monitoring the impact of the technology and improving training and education materials for the workforce.

The parties have agreed to enhance the unit-based team structure for the purpose of amplifying the frontline workers' voice by contributing directly to innovative solutioning.

2. Subcommittee – Partnership Effectiveness

The parties have agreed to language related to UBTs, preparing managers for partnership and Just Culture Oversight.

- Grace period for sponsor/ co- lead replacement of UBTs
- Developing a “How to training module-Conduct Assessment Trainings”
- Increased support for UBT Teams that drop below level 3
- Maintaining and utilizing UBT recognition programs
- Conduct a pilot of a modularized Preparing Managers for Partnership
- Identify a small workgroup to engage in measuring the effectiveness of the training
- Just Culture – Awareness campaign and training
- Developing joint communication around Just Culture to be shared across all levels

3. Subcommittee – Staffing

The parties have agreed to language around process improvements, staffing committee oversight, and communication strategies.

- Within 90 days of ratification, the National Affordability Task Force will begin exploration of implementation for a universal, automated staffing dashboard to share data and support better support planned replacement, joint staffing and the staffing committees.
- Jointly develop a National toolkit to support goals of the staffing committees.
- Staffing committee sponsorship from the National Affordability Taskforce with an escalation pathway.

4. Strategic Leadership Council

The parties agree to create a Strategic Leadership Council of 10 members, with executive sponsors from both senior leaders of Kaiser and the Alliance.

- Within 90 days of ratification, establish an action plan to support membership growth, union growth, and affordable quality care.
- Action plan objectives include but are not limited to; sustainable growth, reducing membership terminations, improving ratings and Medicare stars in all markets, and exploring insourcing

5. Ben Hudnall Memorial Trust

For the duration of the agreement, the parties agree that the trust will be funded annually, the funding calculation will be determined by 0.70 percent of the annual payroll of Alliance represented employees.

In addition, the employer will contribute \$3 million annually. The employer will contribute another \$1 million annually for the purpose of providing enhanced training benefits to employees in the redeployment process.

6. Qualified Dependent Death Benefit

The Qualified Dependent Death Benefit (QDDB), as described in the plan document will be extended to Alliance-represented participants in Employer-sponsored pension plans effective January 1, 2026. This provision states that the qualified beneficiary of a single, vested active participant will receive pension payments in the event of their death.

7. Retiree Medical Program “Medical Premium Subsidy”

Effective January 1, 2026, the Medical Premium Subsidy can be applied within a region to any KPSA plan available under the Kaiser Permanente Retiree Medical Plan.

8. Retiree Medical Health Reimbursement Account (HRA) for eligible retirees

Increase the retiree medical HRA supplement at age 85 to \$15,000 for future retirees on/after January 1, 2026, in all regions.

9. Active Medical – Allergy Injections

Effective January 1, 2027, the allergy injection copay will be \$0 in the GA, MAS and NW non-flex HMO plans.

10. Lactation Accommodation

Within 180 days of ratification, the Employer and the Alliance will designate representatives for a Lactation Accommodation Committee that will evaluate the current lactation room accommodations being provided at the facilities within the KP service areas.

- The Employer will take reasonable actions to provide employees with a private space other than a bathroom.
- The employer will provide reasonable break times throughout the shift and will work with the employee to allow flexibility for lactation breaks.
- For the 12 months following the birth of a child, the employer will provide up to 60 minutes per shift, to express milk, as needed by the employee without loss of pay.
- Additional time may be provided if needed but may be unpaid.

11. Tuition Reimbursement

Effective January 1, 2026, the maximum tuition reimbursement amount will be increased from \$3,000 to \$3,500.

Effective January 1, 2027, and the first of each calendar year until 2029, the maximum tuition reimbursement amount will increase by \$500 until the maximum tuition reimbursement amount reaches \$5,000 in 2029, at which point the annual increase will stop.

- \$3,500 effective January 1, 2026
- \$4,000 effective January 1, 2027
- \$4,500 effective January 1, 2028
- \$5,000 effective January 1, 2029

Effective January 1, 2026 the amount of the reimbursement that may be used for travel allowance will increase from \$750 to \$1,250.

12. Performance Sharing Program

In the event the region does not meet its financial gate, the maximum APSP payout will be increased from \$1000 to \$1,400.

13. Union Leaves of Absence

Improves Long-Term leaves to two consecutive years from a previous maximum of one year and Elected Official leaves for up to six consecutive years from a maximum of three years. Employees retain health, life and dental benefits.

14. Minimum Wage

Mid-Atlantic, GA, NW, CO: \$22.00

Wage scales with start rates below minimum rate will go to the minimum wage and all other steps in the scale will go up by the same percentage used to increase Step 1 to minimum rate.

SECTION 2: Items in the section reflect the Memorandum of Understanding (MOU) entered by and between Kaiser Permanente and UFCW Locals Union 7, 27, 135, 324, 400, 770, 1167, 1428, 1442, 1996 and 3000. Kaiser Permanente and the Union will be referred to collectively as the “Parties”. The MOU shall apply to and bind Kaiser Permanente and the Union and shall be implemented uniformly across all UFCW bargaining units.

1. All language in the 2021 National Agreement addressing mandatory subjects of bargaining will move to local contracts, including but not limited to ATBs, all employee benefits, and contract expiration.
2. All language in the 2021 National Agreement addressing permissive subjects of bargaining will move to a new document that henceforth will be referred to as the Partnership Addendum. The Partnership Addendum will be attached to the 2018 Labor Management Partnership Agreement. Permissive subjects include but are not limited to partnership structure, UBTs, and just culture.

The Partnership Addendum may be reopened for negotiations at any time by mutual agreement. Any revisions, clarifications or additions to the addendum shall be made only by mutual agreement of the parties and shall become part of the agreement.

3. After ratification, the parties agree to meet on a national basis to finalize the determination regarding the subjects appropriate for the local agreement and subjects appropriate for the partnership addendum.
4. All future bargaining on mandatory subjects will be negotiated at local tables.
5. The parties agree that they will promptly seek dismissal with prejudice of all grievances, unfair labor practice charges and litigation that anyone of the parties has filed in connection with the parties’ labor dispute.
6. All UFCW Local Union contracts shall expire **March 31, 2030**.
7. UFCW unions, who do not have an express provision prohibiting sympathy strikes in their collective bargaining agreements, will add them to their existing no-strike provisions.

SECTION 2: (CONTINUED)

Across the Board Wage (ATB) Increases

The ATBs for each year will be effective on the first day of the pay period closest to the first day of the month and year indicated.

March 2026	October 2026	August 2027	October 2027	October 2028
6.5%	6.5%	3%	2.5%	3%

This wage proposal represents a total increase of 21.5%.

- The 2025 ATB will be implemented as soon as administratively feasible after contract ratification.
- The parties recognize that the implementation of ATBs may take up to 120 days and agree that bargaining unit members will be **compensated upon implementation back to the effective date of this agreement (March 9, 2026)**.
- In the negotiations for contracts expiring March 31, 2030, across the board wage increases (ATB) and wage scale adjustments, will be applied retroactively for the period of October 1, 2029 through March 31, 2030, unless the parties mutually agree to a different proposal.

SECTION 3: Tentative Agreements – Local Professional Contract

The parties agree that the following tentative agreements have been reached for UFCW Local 400 Professional Contract.

ARTICLE 5 – SENIORITY

Add new language to Section 5.7 Additional Hours as follows:

In the event a department no longer requires previously scheduled additional hours, the assigned employee will be notified of the cancellation two (2) hours in advance of the scheduled start time. If the employee is cancelled with less than (2) hours' notice, the employee shall be paid for a minimum of (2) hours or time actually worked, whichever is greater.

ARTICLE 6 – WAGES

Modify the current language in Section 6.2 Educational Degree Differential as follows:

Each HP with a degree as indicated below shall be entitled to a one step differential in addition to the base salary. **Those employees who are at the top of their wage grade shall receive a one-time bonus of \$4000 in addition to their base salary.**

ARTICLE 6 – WAGES

Modify the current language in Section 6.8 Differential for Short Hour Employees as follows:

Short hour employees (working fewer than twenty (20) hours/week), ~~excluding Medical Technologists/Technical Specialists~~ shall be paid a twenty percent (20%) differential in addition to their regular base pay. This differential is paid in lieu of benefits for employees ineligible for benefit programs as provided by this Agreement.

ARTICLE 7 – Hours of Work

Modify the current language in Section 7.1 Hours to add new language as follows:

Upon implementation of the new timekeeping system, this language will be updated as follows: Employees will be paid at a rate of one and one-half time for all hours worked in excess of eight (8) in one **shift**. If an employee is regularly scheduled to work more than an eight **(8), ten (10) or twelve (12) hour shift they** will receive time and one-half hours worked which exceed that regular schedule.

ARTICLE 10 – CONTINUING EDUCATION

Modify the current language in Section 10.1, b., c. and e. as follows:

10.1 ~~Cash Grant Assistance~~ Tuition Reimbursement : It is the policy of the Employer to encourage and support the career development of its tenured employees since this contributes to the improvement of the quality of services to the Employer members and aids the employee to be more valuable to the Employer. In furtherance of this policy of the Employer to provide such training as will advance the efficiency and effectiveness of the staff, the Employer will provide cash grant assistance, as follows:

- b. **Approval:** Approval will be granted for those courses, seminars, programs, preparation courses or continuing education units to obtain or maintain certifications, educational materials and related travel costs which are directly job-related or related to career advancement at KP. Each request is to be submitted no later than thirty (30) days in advance wherever possible and will be reviewed on its specific merits. Approval is in the sole discretion of the Employer. Management must provide written explanation when an education leave request is denied with copies to the Union, HR Consultant and the Unit Manager.

- c. **Financial Assistance/Reimbursement:** The maximum amount to be provided by the Employer is as follows; \$3000 per calendar year, up to \$750 may be used to cover travel costs, or as specified in the National Agreement, whichever is greater.

(Parties agree to amend this section based on tentative agreements reached for the national agreement.)

- e. **Educational Leave:** Leave for continuing education/job development purposes may be granted with the approval of the Employer if the employee's absence will not significantly affect the functioning of the department.

Employees are allowed up to twenty-four (24) hours paid education leave during their first year of employment. In the second and succeeding years of employment, eligible employees will be allowed up to forty (40) hours paid education leave per year. The minimum absence period for education leave is one (1) hour. Education leave is pro-rated for part time employees working 20+ hours/week. Any employee who has to travel to attend a continuing education course will be granted up to sixteen (16) hours travel time as long as it is during regularly scheduled workdays and work hours.

Educational leave may be utilized on work days or non-work days for those employees working in non-traditional shifts (i.e. weekend, evening, overnight). Schedules can be adjusted by mutual agreement, to accommodate the use of education leave.

ARTICLE 14 – VACATION LEAVE

Modify the current language in Section 5.6 as follows and move to Section 14.5

~~5.6 Vacation, Authorized Leaves of Absence and Personal Leave: In the event of a conflict between employee requests for these leaves which would adversely affect the efficiency of operations of a Kaiser facility if left unresolved, the employee with the greater seniority shall be granted his/her request over the less senior employee provided that such request was made in accordance with the applicable personnel policy. An employee may use seniority in such event for only one continuous period of leave in any calendar year. An employee may request vacation leave with no more than six (6) months and no less than six (6) weeks notice provided there is no conflict with another employee's previously approved requests.~~

Employees can request vacation any of the fifty-two (52) calendar weeks, there shall be no blocked weeks. The vacation bid period will be from January 1st to January 31st of each year, for the time period March 1st of the current year – February 28/29th of the following year. Accruals for the requested leave must be available at the time of the request. Vacation requests submitted during this time will be granted by seniority. Employees will be notified of approvals, in writing, no later than two (2) weeks after the bid period ends.

Vacation requests after the bid period will be approved on a first come, first-served basis and should be submitted no later than four (4) weeks prior to the requested leave. Employees will be notified, in writing, within two (2) weeks of the submission if the request is approved. Requests submitted with less than four (4) week's notice will be reviewed and considered based on department availability.

~~Educational leave shall be granted as in the paragraph above except that in the event of conflict between two or more applicants for such leave, leave shall be granted by seniority but shall be rotated as well among all members of a department of a facility from the most to the least senior.~~

Appendix I – Differentials

Modify the current language as follows:

Job:	Amount:
Lead Roles	\$1.00 <u>\$2.75</u>

All differentials are expressed on a per hour basis. The differential will be added to base pay for the purposes of overtime, shift, weekend and other premium pay calculations, and will also be included in vacation, sick leave and other time off payments.



Mark P. Federici
President

Christopher Hoffmann
Secretary-Treasurer

8400 Corporate Drive, Suite 200, Landover, MD 20785 301-459-3400
www.UFCW400.org www.twitter.com/UFCW400 www.facebook.com/UFCW400