

2025 NATIONAL BARGAINING SURVEY RESULTS



In fall 2024, thousands of Alliance Union members voiced what we want to fight for in 2025 Bargaining. Thanks to overwhelming participation in the Alliance Bargaining Survey, we know the issues that are important to Alliance members to fight for at the bargaining table. Read on to learn about our priorities, what members shared and what Alliance leaders will be advocating for in 2025 bargaining!

**“BEST WAGES,
NOT JUST FAIR
WAGES”**

Majority of surveyed members said significant wage increases were **VERY important**. Increases should reflect other contract settlements, inflation, labor shortages, increased cost of living and other factors.

Additional priorities include:

- Parity and wage equity
- Addressing wage compression in CA due to minimum wage increases

PROTECT BENEFITS AND PENSION



- No take-aways
- Protect pension and expand retiree medical coverage
- Consistent medical benefits across units and regions
- Increase tuition reimbursement and expand to cover student loans

SAFE STAFFING FOR WORKERS' MENTAL HEALTH AND PATIENT CARE



- Safe patient ratios
- More support staff and backfill
- Partner on staffing with a focus on patient care
- Jointly identify future workforce needs

UNION STRENGTH AND GROWTH VERY IMPORTANT AS KP GROWS



of Alliance members surveyed say it is important that KP stays union and includes new represented employees in the Partnership as KP grows into new operations and acquisitions.

2025 NATIONAL BARGAINING SURVEY RESULTS



PARTNERSHIP IMPROVEMENTS AND FOLLOW-THROUGH

- Minimum standards for Unit Based Team membership and meetings
- Partner around AI and new technology
- Train for partnership. Ensure LMP training for management and new employees; incorporate partnership content into KP enterprise learning
- More funding for Ben Hudnall Memorial Trust

CONCERNS ABOUT RISKS TO EMPLOYMENT AND CAREER OPPORTUNITIES



80%

of surveyed Alliance members are concerned about artificial intelligence, healthcare reorganizations, and corporate changes threatening employment and career opportunities

MEMBER VOICES

SHARE YOUR STORY!

Do you have an experience that touches on our bargaining interests and priorities?

Please scan the code to the right and fill out the form to submit your contact information so we can reach out to you to learn more!

