



2025 National Bargaining Virtual Town Halls

REGISTER FOR ALL THE VIRTUAL TOWN HALLS

THURSDAY August 21

6pm Pacific
3pm Hawaii
7pm Mountain
9pm Eastern

8:30pm Pacific
5:30pm Hawaii
9:30pm Mountain
11:30pm Eastern

FRIDAY August 22

7am Pacific
4am Hawaii
8am Mountain
10am Eastern

THURSDAY September 11th

6pm Pacific
3pm Hawaii
7pm Mountain
9pm Eastern

8:30pm Pacific
5:30pm Hawaii
9:30pm Mountain
11:30pm Eastern

FRIDAY September 12th

7am Pacific
4am Hawaii
8am Mountain
10am Eastern

AUGUST ALLIANCE NATIONAL BARGAINING UPDATE AUGUST 13



Progress Made; But It Is Not Enough

Alliance negotiators made some positive strides in improving health benefits across the regions, but we remain far apart from Kaiser Permanente on key economic issues like across-the-board wage increases. Locally, bargaining is still making little progress and KP leaders backtracked a local agreement in the Northwest making us question if we can trust them.

ECONOMICS

This week we won more economic gains in improving health benefits in certain regions with lower coverage including:

- » **Hearing aid coverage** in Southern California (SCAL) and Georgia (GA), where there was previously no coverage
- » Fully covered **Durable Medical Equipment (DME)** in Hawaii (HI) and the Northwest (NW) regions
- » **\$0 allergy injection co-pays** in select plans
- » Improvements to the **retiree medical subsidy**

When it comes to ATBs, Kaiser's economic offer remains far below what we need to settle a great contract. For the past two years, we've made it clear to KP that Alliance members' wages must recover the ground we lost due to skyrocketing inflation. KP only moved 1.5% over the course of last week's bargaining session. This wage offer is unacceptable. It's time for KP to make it right. And if Kaiser doesn't want to make it right, Alliance members will collectively show them how to make it right.

KP 8/6 Counter Proposal	Alliance 8/8 Counter Proposal
10/1/2025: 6.5%	10/1/2025: 14.5%
10/1/2026: 6%	10/1/2026: 6.5%
10/1/2027: 4%	10/1/2027: 4%
10/1/2028: 3%	10/1/2028: 4%

Local Bargaining

Fifty local bargaining tables have been negotiating with KP since April, with little to no meaningful movement. Although Kaiser has made some improvements in responding to some union interests, it is still not nearly enough to settle local contracts.

Can Kaiser be trusted?

KP reached an agreement with Oregon Federation of Nurses and Healthcare Professionals (OFNHP) on language that would protect their members in the event KP sold part or all of its business in the Northwest. Then, KP backtracked claiming it was a misunderstanding. OFNHP members are rightfully furious, and their Alliance siblings are standing with them in solidarity.

TUNE IN: AUGUST 21 & 22: NATIONAL BARGAINING VIRTUAL TOWN HALLS

Join us at the next
CAT National
Bargaining Virtual
Town Hall on

**Thursday, August
21, at 6:00 PM
8:30 PM (PST)** and
**Friday, August
22, at 7 AM (PST).**
Scan the QR code
to register today!



SCAN ME

ALLIANCE KEY INTERESTS

To learn about
our Alliance 2025
Key Interests,
**download the
flyer and share
it with your
coworkers.**



SCAN ME

SOLIDARITY IN FULL FORCE — Alliance in Action

1. Over 2,000 UNAC/UHCP members came together last week across Southern California in San Diego, Riverside, Downey, and West LA to demand KP show up, step up at their local tables. Alliance siblings from the IBT, IUOE, UFCW, KPNAA, and USW showed up in solidarity, demonstrating to KP that Alliance unions mean business.
2. At Tuesday's opening session of National Bargaining in Portland, in a strong show of solidarity, hundreds of CIC members, and Alliance observers held up signs demanding that KP honor its agreements, while Alliance Executive Director and Chief Negotiator Hal Ruddick delivered a strong message to Kaiser Permanente leaders: **Honor your agreement!**
3. On Thursday, Aug. 7, over 1000 OFNHP members, AHCU siblings, community organizations, and labor leaders across Oregon rallied at Terry Schunk Plaza in downtown Portland. Many people spoke, committing support to OFNHP in their fight for good contracts. American Federation of Teachers (AFT) president Randi Weingarten and OFNHP President Sarina Roher closed the rally with a commitment to fight, to be action-ready, and to do whatever it takes to get great national and local agreements.

STAFFING AND PATIENT CARE

The Staffing and Patient Care subgroup focused on moving from options to clear, actionable recommendations aimed at improving safe staffing standards and strengthening support for care teams across all regions. The group reached TAs on:

- » A dashboard that will share up-to-date staffing information with every unit-based team.
- » Training to support the contract staffing language implementation.
- » Processes that ensure staffing language is enforceable and consistently applied across KP

The recommendations represent a critical step in ensuring that safe staffing, accountability, and patient care are expectations that are written into our national agreement and upheld on the floor.

PARTNERSHIP EFFECTIVENESS

The Partnership Effectiveness subgroup finalized recommendations to improve UBT assessments, to evaluate LMP learning, and for how to measure our partnership beyond the UBT level. We also created a clear plan to implement Just Culture, including training and communication strategies. These steps are all about making sure partnership is not just a concept, but something that's consistently practiced and supported across Kaiser Permanente.

AI AND TECHNOLOGY

This week, the AI and Technology subgroup reached an agreement to create a joint, national AI & Technology Taskforce. The goal? To make sure workers are part of the conversation early, so new tools and technology support both patients and healthcare workers.

We also discussed how we arm workers with the training and skills they need to succeed with these new tools. As Kaiser Permanente continues to roll out AI across the organization, the Alliance is making sure our members stay at the center of every decision.