



2025 National Bargaining Virtual Town Halls

REGISTER FOR ALL THE VIRTUAL TOWN HALLS

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 23 - Updated



Alliance Pushes Forward, KP Stalls Out

During Session 4 of National Bargaining Kaiser Permanente refused to move on important wage and benefit issues. Partnership Effectiveness and AI and Technology subgroups pushed through some difficult issues to successfully complete their work. In the Staffing and Patient Care subgroup union members continued to fight for staffing templates that protect patient care, despite management opposition. Also, this week our economic gains included adjusting wage scales in California impacted by the minimum wage and improving pension and training for our engineer members. Additionally, local bargaining took place in the same building, at the same time, helping to strengthen coordination across the table, even as Kaiser delays.

ECONOMICS

This week's economic discussions made one thing clear: Kaiser is dragging its feet while workers are demanding progress. Instead of addressing the core issues: fair wages, inflation, and safe staffing, management continues to stall.

Kaiser's economic offer remains far below what we expect to settle a great contract. They did not move on wages and continue to ignore the impacts of inflation and staffing shortages that our members face every day. Instead, their counterproposal added a **one-time, 1% contribution to the 401K**. Alliance members did not ask for that. We do not want that. And we are not going to accept that. Our proposal remains the same.

There was some progress made in other areas, including:

- » Increased training and pension funds for IUOE Local 1, 99 and 501 in Colorado, Mid-Atlantic and SCAL.
- » Adjusted wage scales compressed by the California healthcare worker minimum wage. A big win for workers at UFCW local 770 in Kern and Steelworkers local 7600.
- » Established minimum wage standards that will raise wages for our lowest earning members, especially in Georgia and Hawaii.

KP 8/18 Counter Proposal		Alliance 8/8 Counter Proposal
10/1/2025: 6.5%	+ One Time 1% 401(K) Contribution	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%

Overall, we are not making progress at the pace this moment demands. Kaiser's wage offer is unacceptable. Alliance members need real movement, and we will keep up the fight until we win the contract our members deserve.

Local Bargaining

After seeing little headway in local bargaining, Alliance leaders also pushed for 20 local tables to bargain simultaneously this week at Session 4 of National Bargaining. The goal was to accelerate local bargaining and continue to make headway. With decision makers present, we expected decisions to be made, and tentative agreements to be reached. There were some TA's reached but we are still far apart.

TUNE IN: SEPTEMBER 11 & 12: NATIONAL BARGAINING VIRTUAL TOWN HALLS

Join us at the next
CAT National
Bargaining
Virtual Town Hall
on **Thursday,
September 11, at
6:00 PM 8:30 PM
(PST)** and **Friday,
September 12, at
7 AM (PST)**. Scan
the QR code to
register today!



SCAN ME

TO LEARN MORE:

To catch up on
previous National
Bargaining
updates, scan
the QR code to
learn more!



SCAN ME

UNITED IN SOLIDARITY — HOLDING KAISER ACCOUNTABLE

1. Over 200 UNITEHERE Local 5 and HNHP members rallied and walked in solidarity last week at Kaiser Moanalua and in Maui with one clear message: “We are all ready to WIN the fair contract we deserve!”
2. During Monday night’s labor caucus, Alliance Executive Director and Chief Negotiator Hal Ruddick called out Kaiser’s insulting counter to our wage proposal, **a one-time 1% 401K contribution**. AFSCME President Lee Saunders, who joined Monday night’s labor caucus as a special guest, fired up CIC negotiators and observers with a powerful reminder of union strength: “We are in this fight with you every single day, until you win. That’s what UNION is all about!”
3. On Tuesday, during the opening session of National Bargaining, over 500 CIC members, SME’s and observers packed the room in their union shirts and swag for Solidarity Tuesday, showing Kaiser that Alliance unions are fired up, powerful, and united.

STAFFING AND PATIENT CARE

The Staffing and Patient Care subgroup focused on final deliverables – scheduling and staffing templates that create a transparent process to minimize conflicts, improve patient satisfaction, and ensure labor has a real voice in scheduling.

Despite hours of discussions, management would not agree to joint recommendations. Instead, they pointed to a single sentence buried in the contract and rejected any role for the union in scheduling. Management also showed no interest in measuring staffing. KP’s refusal in both areas has not only stalled progress, but it has also exposed unwillingness to bargain in partnership on issues that directly impact both workers and patients.

The Alliance Bargaining team is holding strong.

“When we say well-being, we need the resources and time needed to give patients the care they deserve.” - Douglas Wong, CIC Member, PA in Neurology

PARTNERSHIP EFFECTIVENESS

The Partnership Effectiveness subgroup focused on strengthening both UBTs and LMP Learning to make sure partnership is real, effective, and measurable in practice. Draft recommendations include:

UBT

- » Expand the way UBT performance is assessed to include virtual
- » Identified a path to Enhance UBT Tracker Functionality and Efficiency in the future
- » A Sample Agenda to guide UBT meetings and ensure key topics are covered

LMP Learning

- » Ensuring LMP classes continue to be instructor-led
- » Identified a path to improve tracking and reporting of core LMP class completion.

AI AND TECHNOLOGY

We secured language that reflects a joint commitment to technology that supports quality care and employee work experience and ensures safe and principled use of technology. We also secured language requiring Kaiser to notify unions when new AI monitoring tools are introduced. These are important steps to ensure the union stays informed and involved as technology advances.