



ALLIANCE NATIONAL BARGAINING UPDATE

SEPTEMBER 13



VOICES FROM THE FRONTLINE

“We come to the table ready to find solutions, but Kaiser keeps dragging their feet. Partnership can’t work if one side is will to engage.”

- Hope Treco
MRI Technologist,
Teamsters 166

“Partnership means listening to the people who provide the care—but Kaiser keeps shutting us out. Their refusal to move shows they value control over collaboration, and that’s not real partnership.”

- Zachary Pritchett
Emergency Dept.
RNUNAC/UHCP

“When Kaiser refuses to move, its not just slowing bargaining, its putting both workers and patients at risk. We deserve real progress, no delays!”

- Gracie Esperanza
UNITEHERE
Local 5 Organizer

“Kaiser talks about partnership, but their actions show otherwise. Every time they stall or refuse to move, it’s clear they aren’t serious about working with us to solve real issues.”

- Chris Bowen
Respiratory Therapist
UFCW Local 7600

Session 6 – Alliance Fights For Patient Care and Fair Wages

This week, the Alliance bargaining team stood up for quality patient care, demanding that KP work with Alliance health care professionals on patient scheduling. We need a collaborative process that ensures providers have schedules that give enough time to provide quality care. KP refused, insisting that scheduling is their management right.

The Alliance and KP also exchanged economic proposals. Management made some small improvements to their wage proposal but still refuses to provide the increases we deserve.

ECONOMICS

Kaiser’s latest counter on wages continues to fall far short. They moved up by only 0.5% and added a one-time 401(k) payment in the second year. We’ve been clear: health care workers don’t want one-time payouts — we need real raises that make up for what we’ve lost over the past two years.

KP September 9/12 Counter Proposal		Alliance September 9/12 Counter Proposal
10/1/2025: 6.5%	+ One Time 1% 401(k) Contribution	10/1/2025: 13%
10/1/2026: 6.5%		10/1/2026: 6%
10/1/2027: 4%		10/1/2027: 4%
10/1/2028: 3%		10/1/2028: 4%

Our fight won’t end until Kaiser delivers competitive, lasting wage increases that respect every Alliance health care worker.

Local Bargaining

Many local bargaining teams met at national bargaining in an effort to move local negotiations forward. More than 60 bargaining sessions took place over this week. We made progress on some issues but remain far apart on local economic issues. Kaiser has refused to put the money on the table needed to make improvements in areas such as differentials, premium pay, longevity steps, preceptor pay, and other important issues.

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SCAN ME

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SCAN ME

NORCAL UNAC/UHCP MEMBERS HIT THE STREETS!

On Monday, September 8, more than 600 UNAC/UHCP Nurse Anesthetists and Nurse Midwives carried out a powerful 1-day strike across Northern California, demanding a contract that addresses unsafe staffing, burnout, and risks to patient care. In a show of absolute unity, 100% of the Nurse Anesthetists and Nurse Midwives walked out — joined by hundreds of Physician Assistants who struck in sympathy.



STAFFING AND PATIENT CARE

The Staffing and Patient Care subgroup has made minimal progress. Labor accepted management's counter language on measuring partnership above the UBT level, shifting from "will include" to "will consider measuring effectiveness." However, Kaiser still refuses to move on critical scheduling and template language that would give Alliance frontline workers a real voice in decisions affecting patient care.

Despite powerful stories from Alliance members about the harm poor scheduling causes, without proper input management would not budge. When UNAC/UHCP's Peter Sidhu, UNAC/UHCP Executive Vice President, RN asked, "What damage does our language do?" management had no answer.

KP's refusal to find a compromise once again raises the question: Are they truly bargaining in partnership? The Alliance bargaining team remains strong and unwavering in its demand for real solutions that value Alliance members' skill, experience, and input.

"We've been patient, we've shared solutions, and still Kaiser refuses to act. Partnership is supposed to mean progress, but right now Kaiser is the one holding it back."

- Joshua Holt, OFNHP Treasurer

PARTNERSHIP EFFECTIVENESS

Over 5 sessions, we made important progress on partnership effectiveness subgroup. We won significant improvements that will strengthen our partnership, through accountability measures, improved consistency, and support tools. Partnership training has been improved. Together, these steps mark real progress toward making partnership both measurable and meaningful.

AI AND TECHNOLOGY

To address future developments in AI and technology, we won important protections that bring workers' voices to the table. Employee voices are essential to the successful adoption of new technology. We established a new National AI & Technology Task Force to bring labor into discussions early, promote workforce engagement in the development, adoption, and rollout of AI and technology, and ensure workers have the training and skills needed as technology evolves. We also secured strong language to protect clinical judgment and professional expertise, as well as the ability to intervene in AI recommendations regarding patient care. Kaiser must now notify unions when new AI tools are introduced to monitor employees' performance. These are historic firsts, ensuring that technology improves patient care and the employee work experience.