



VOICES FROM THE COMMUNITY

"I don't remember the doctors, but I always remembered the nurses. Kaiser is supposed to be a great model, but for it to be a BEST practice model, it should pay its workers!"

—**Antonia Villaraigosa**
Gubernatorial Candidate

"Let's continue to create a healthcare system that cares for patients over profits."

—**Tony Thurmond**
Gubernatorial Candidate

"A system...that makes it hard for you to do your jobs and focus on care because they are too busy focusing on the bottom line."

—**Katie Porter**
Gubernatorial Candidate

ALLIANCE NATIONAL BARGAINING UPDATE

NOVEMBER 25, 2025



Session 9 – Our strength is our solidarity.

Heading into National Bargaining Session 9, Alliance leaders came in united and ready to move forward. But KP refused to move on wages and other important issues like staffing, contract alignment, PSP and more.

KP November 4 Counter Proposal	Alliance November 19 Counter Proposal
Year 1: 6.5%	10/1/2025: 7.5%
10/1/2026: 6.5%	10/1/2026: 6.5%
8/1/2027: 3%	4/1/2027: 3%
10/1/2027: 2.5%	10/1/2027: 4%
10/1/2028: 3%	10/1/2028: 4%

Significant issues remain unresolved.

Our team continues push KP on the core issues we need to address:

- **Fair wage increases** to catch us up for inflation and keep us from falling behind in the future.
- **Contract alignment** so that all our members have an equal voice at the bargaining table.
- **Retroactivity.** Members should not be penalized for KP's failure to bargain in a timely way. KP shouldn't save money at our members expense by dragging out negotiations.
- **A voice for professional providers,** in patient care scheduling and staffing, and a commitment that if we are scheduled to work we won't be called off, leaving departments short-staffed.
- **A PSP bonus** that recognizes and rewards the significant contributions we make to KP's success.

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Alliance leaders had hoped to settle this contract long ago, and we have been ready. We are increasing our efforts to ensure that the community, our patients, our elected officials and other key stakeholders know what's at stake in these negotiations.

Alliance members will be stepping up with more actions to win a strong contract. We are one Alliance, united and prepared to take the actions needed to win the contract we deserve.

We did win four new tentative agreements:

- 1. An additional \$55 million in BHMT Trust funding for Alliance members.** Ben Hudnall benefits exist only because we bargain the money in our union contract. We won a 40% increase to maintain and improve benefits with increasing enrollment and program costs.
- 2. We established a high-level national partnership committee to deal with the big changes affecting KP from federal healthcare cuts and other pressures.** The Strategic Leadership Council will provide a forum for KP to share significant national initiatives, and for the Alliance to present ways we can save money by insourcing care and services. Where we are aligned on the initiatives, we will create joint action plans.
- 3. New educational funding (HARIETT) for UNITE HERE Local 5.**
- 4. Improved pension benefits for HNHP members to bring them up to the formula for most of the Alliance.**

Local Bargaining

Across 30 open local tables, Alliance members continue to push for better staffing, fair wages, and important work rules. KP is pushing concessions including taking away the right to enforce Oregon state staffing laws, cuts to retirement and health benefits for newly organized groups and more. And KP is not addressing real labor market issues, where KP's wages have fallen behind those paid by competitors.

Call to Action: Your Voice Matters.

Take 30 seconds to record a quick video on **one** of these:

- Why **provider input in scheduling** is essential to patient care, or
- Why **KP should let workers join the union without fear.**



Send to chris.martinez@ahcunions.org — every voice makes us stronger.