

# HIGHLIGHTS OF THE 2026 ALLIANCE-KP AGREEMENT

## ONE VOICE. ONE FUTURE. REAL RESULTS.



Together, Alliance unions fought for and won improvements that strengthen our workplaces, support and enhance the quality of Alliance members' lives, and improve care for our patients. Highlights of our key wins include:

**1 STRENGTHENED PARTNERSHIP EFFECTIVENESS AND ACCOUNTABILITY:** We secured many new provisions and targeted language that strengthens our Partnership across all markets with consistency, support, and accountability, including:

- » **Stronger UBT structure and support** through templates, verification, a plan to address co-lead sponsor gaps, recognition, shared tools, and targeted plans for UBTs that drop below level 3..
- » **A joint tool** to measure Partnership effectiveness beyond the UBT level.
- » **Expanded LMP training**, including required 'How to Conduct UBT Assessments' training, modularized trainings for managers, and preserved live instructor-led training.

**2 STAFFING AND PATIENT CARE GAINS FOR IMPROVED WORKING CONDITIONS:** We won a national approach to staffing that gives members tools to address staffing issues and improve patient care. These improvements include:

- » **Defined a clear escalation** pathway to address staffing concerns.
- » **A way to create** clear criteria to identify and focus on hard-to-fill positions.
- » **Tools and Training:** a systemwide, jointly designed dashboard to track staffing levels and identify gaps down to the department level and a toolkit to support staffing committees.

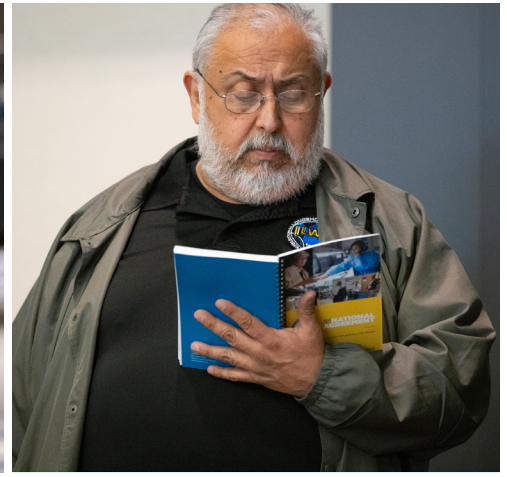
**3 AI & TECHNOLOGY PROTECTIONS:** We secured a joint commitment with KP to ensure AI and new technology support—not replace—workers, strengthening patient care, working conditions, and a future-ready workforce. These include:

- » **A Joint AI Task Force** to guide development and rollout of new technology
- » **Frontline worker voice** at every stage—design, implementation, training, and evaluation through UBTs
- » **Guardrails to prevent bias**, misuse, and unaccountable monitoring, with union awareness of new tools
- » **UBT-driven innovation** to develop, test, and scale frontline ideas across the system.

**4 JUST CULTURE PROTECTIONS:** We secured stronger protections that build on our 2021 wins, with clear steps to implement a fair, learning-focused approach to issue resolution—prioritizing system improvements, patient safety, and supporting workers without blame. These include:

- » **Training across the system** for union leaders, stewards, management, and all employees.
- » **Implementation plan** with systemwide rollout through a clear communication and awareness plans.
- » **Joint oversight** is ongoing across all regions through the national health safety and well-being committee.
- » **Protected J.C. standards** that cannot change without joint agreement.





**5 TIME, SPACE, AND SUPPORT FOR LACTATING PARENTS:** Guaranteed private spaces, paid time, and flexibility for up to 12 months after birth, with a joint committee to strengthen support, ensuring lactating parents have the time, dignity, and support they deserve.

**6 WE EXPANDED THE CONTRACT** to cover over 1,500 more workers across Kaiser Permanente, including members in Hawaii, Southern and Northern California, and the Mid-Atlantic States region.

**7 IMPROVED BENEFITS TO MEET ALLIANCE-WIDE STANDARDS.** Effective January 1, 2027, we raised benefits, closed gaps and improved coverage for Alliance members of units that needed improvements. They include:

- » **Eliminated allergy injection** copays in GA, MAS, and NW.
- » **Expanded hearing aid allowance** of \$1,000 per ear for members in SCAL and GA.
- » **Added IVF coverage for Alliance members** in the Northwest at 80%.
- » **Durable medical equipment will now be** 100% covered in NW and HI.
- » **Qualified Dependent Death Benefit** now expands pension payments to qualified dependents if a vested active single Alliance member passes. (Specific to those in the KP pension)

**8 ENHANCED EDUCATION AND DEVELOPMENT FUNDING TO INVEST IN OUR MEMBERS' FUTURE:** We secured major wins in education, training, and career growth that include:

- » **Tuition Reimbursement:** Increased from \$3,000 to \$3,500, with \$500 annual increases up to \$5,000 by 2029; travel allowance raised to \$1,250 starting 2026.

- » **BHMT Funding:** Increased from 0.5% to 0.7% of payroll plus \$4 million annually—expanding training, education, and redeployment support.
- » **Training Funds:** Increased employer contributions to HARRIET and IUOE training funds to expand skills training, career growth, and long-term workforce development.

**9 IMPROVED PSP:** The maximum performance sharing payout increases from \$1,000 to \$1,400 when we meet our goals, even in years when the financial threshold isn't reached.

**10 HISTORIC WAGE INCREASES WITH MARKET AND MINIMUM WAGE ADJUSTMENTS:** We secured historic wage increases, stronger minimum wage standards, and targeted market adjustments to raise pay across the Alliance.

**A. ATBs:** Members will receive a total wage increase of 21.5% over the life of the contract, paid out as follows:

2026		2027		2028
6.5% in March	6.5% in October	3% in August	2.5% in October	3% in October

**B. Raising the Wage Floor:** We secured new, higher minimum rates of \$25.56 in CA, \$24.00 in HI, and \$22.00 across other regions.

**C. Adjusting wage compression:** Because we raised the starting wages, we won increases to the additional steps of the affected job ensuring everyone's wages in that classification are lifted by the same percentage.

**D. Market wage adjustments** for bargaining units in the Inland Empire and Kern County to close wage gaps and bring regions more in line with KP Los Angeles, in addition to increases for units in the Northwest and Washington.

**FOR MORE INFORMATION ABOUT YOUR SPECIFIC CONTRACT, PLEASE CONTACT YOUR LOCAL UNION.**

