



# 2025 National Bargaining Virtual Town Halls

## REGISTER FOR ALL THE VIRTUAL TOWN HALLS

**THURSDAYS:** June 5 | July 17 | August 7 | August 21  
6pm Pacific | 3pm Hawaii | 7pm Mountain | 9pm Eastern

**FRIDAYS:** June 6 | July 18 | August 8 | August 22  
7am & 10am Pacific | 4am & 7am Hawaii | 8am & 11am Mountain | 10am & 1pm Eastern

June 6, 2025

## Alliance Proposes Historic Wage Increases

**Sticker up and poster-up to support your bargaining team!**

Over the course of three days, more than 150 Union leaders launched our first session of National Bargaining. The Alliance bargaining team proposed historic wage increases to reflect inflation, benefit improvements, a voice for workers in AI and technology, staffing to protect patient care, and improvements to our Labor Management Partnership. Please read more below and make plans to sticker/poster up to show your support.

Make plans to sticker and poster up to show your support! Check with your local Contract Action Teams on plans to sticker up throughout Kaiser!

## Economics:

We opened economic talks with some tough but necessary conversations. Our initial proposal is for a four-year contract that includes significant wage increases to make up for years of inflation and Kaiser Permanente's refusal to adjust across-the-board raises.

Our wage proposal:

- October 2025: 15%
- October 2026: 8%
- October 2027: 8%
- October 2028: 7%

We also proposed:

- Creating wage equity across Southern California including Hawaii
- Setting minimum living wages in every region

*"Our members are struggling to afford housing and meet the rising cost-of-living. We've fallen behind and deserve to be able to get ahead and not just get by, because one job should be enough."* **Cade M. Watanabe** | Financial Secretary-Treasurer, UNITE HERE Local 5



We're also demanding the creation of 9,000 new union jobs by bringing contracted work back in-house. This will lower costs, improve care, and strengthen job security. Kaiser work should be union work. As KP grows our Unions and the Partnership should grow in tandem.



*"Kaiser sends out a lot of work that our members can and are willing to do. Union-represented workers at KP provide better, more cost-effective care than outside contractors."* **Ralph R. Porras** | Executive Assistant to the National Bargaining Director, UFCW

We are committed to protecting our health and retirement benefits, making sure they meet the needs of today and tomorrow, while addressing units and members who are below national standards



*"There is a shortage of skilled health care staff. To meet patient needs of the future, we must invest in education now for our Union members."* **Sarina Roher** | President, Oregon Federation of Nurses and Health Professionals



We're fighting for stronger investments in workforce development through more funding for the BHMT, higher tuition reimbursement, and student loan assistance

We also proposed aligning all contracts to the national agreement expiration.

## Four TAs Reached!

We reached an agreement on four improvements to retiree medical and pension benefits. This is the earliest in national bargaining that we have ever reached economic TAs. It also shows that Kaiser heard our message about being serious and getting this contract done without delay. These TAs reflect our strategy of (1) protecting all benefits and (2) bringing up regions and bargaining units below Alliance standards. All changes are effective 1/1/2026.

1. Improving benefits for our oldest retirees - an additional \$15,000 in benefits at age 85, up from \$10,000 in the current contract. For KP Washington/UFCW 3000, this is the first-ever benefit.
2. Our newest members – IUOE Local 99 in the Mid-Atlantic get Alliance retiree medical benefits on January 1, which includes multiple improvements.
3. Retiree Medical benefits will increase from \$2000 per year of service in NCAL and SCAL to \$2500 per year of service, and from \$1000 per year of service in KP Washington to \$2500.
4. A Qualified Dependent Death Benefit – the qualified beneficiary of a single, vested, active participant will receive pension payments in the event of their death. Most Alliance members had this benefit, but 9000 Alliance members did not. Now, all Alliance members in the pension will be eligible.

## Staffing and Patient Care:

Staffing remains at the center of our demands. While our current contract includes strong staffing provisions, they are not being implemented consistently across regions. Fixing this is essential to providing quality care and protecting the well-being of our workforce.

## AI and Tech:

As AI technology evolves, it's essential that labor is not only involved but integral to its rollout. Our focus is on safeguarding our members' interests and ensuring a fair process. Kaiser must engage workers early in planning and implementation, ensuring that AI enhances care without sacrificing jobs or quality. This is about partnership and making sure we're part of the conversation every step of the way.

## Partnership Effectiveness:

In the Partnership Effectiveness sub-group, we focused on optimizing the current National Agreement language to ensure Alliance members have a full voice and active participation. Specifically, we discussed unit-based teams, LMP learning, and fostering a just culture. We also spent time addressing the timeline and accountability for enforcing the existing language, making sure it's not just words on paper, but a practice we can rely on to improve care and our partnership.

Together, we're building a stronger, more united future—one where our members are empowered, and the care we provide to our patients continues to set the standard for excellence.

## National Bargaining Virtual Town Halls:

Join us at the next CAT National Bargaining Virtual Town Hall on **Thursday, July 17, at 6 PM** or **Friday, July 18, at 7 AM and 10 AM**. Scan the QR code to register today!



## Alliance Key Interests:

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

