



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

