

*"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!



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## Alliance Key Interests:

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



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