



2025 National Bargaining Virtual Town Halls

REGISTER FOR ALL THE VIRTUAL TOWN HALLS

THURSDAY August 21

6pm Pacific
3pm Hawaii
7pm Mountain
9pm Eastern

8:30pm Pacific
5:30pm Hawaii
9:30pm Mountain
11:30pm Eastern

FRIDAY August 22

7am Pacific
4am Hawaii
8am Mountain
10am Eastern

THURSDAY September 11th

6pm Pacific
3pm Hawaii
7pm Mountain
9pm Eastern

8:30pm Pacific
5:30pm Hawaii
9:30pm Mountain
11:30pm Eastern

FRIDAY September 12th

7am Pacific
4am Hawaii
8am Mountain
10am Eastern

AUGUST ALLIANCE NATIONAL BARGAINING UPDATE

AUGUST 13



Progress Made; But It Is Not Enough

Alliance negotiators made some positive strides in improving health benefits across the regions, but we remain far apart from Kaiser Permanente on key economic issues like across-the-board wage increases. Locally, bargaining is still making little progress and KP leaders backtracked a local agreement in the Northwest making us question if we can trust them.

ECONOMICS

This week we won more economic gains in improving health benefits in certain regions with lower coverage including:

- » **Hearing aid coverage** in Southern California (SCAL) and Georgia (GA), where there was previously no coverage
- » Fully covered **Durable Medical Equipment (DME)** in Hawaii (HI) and the Northwest (NW) regions
- » **\$0 allergy injection co-pays** in select plans
- » Improvements to the **retiree medical subsidy**

When it comes to ATBs, Kaiser's economic offer remains far below what we need to settle a great contract. For the past two years, we've made it clear to KP that Alliance members' wages must recover the ground we lost due to skyrocketing inflation. KP only moved 1.5% over the course of last week's bargaining session. This wage offer is unacceptable. It's time for KP to make it right. And if Kaiser doesn't want to make it right, Alliance members will collectively show them how to make it right.

KP 8/6 Counter Proposal	Alliance 8/8 Counter Proposal
10/1/2025: 6.5%	10/1/2025: 14.5%
10/1/2026: 6%	10/1/2026: 6.5%
10/1/2027: 4%	10/1/2027: 4%
10/1/2028: 3%	10/1/2028: 4%

Local Bargaining

Fifty local bargaining tables have been negotiating with KP since April, with little to no meaningful movement. Although Kaiser has made some improvements in responding to some union interests, it is still not nearly enough to settle local contracts.

Can Kaiser be trusted?

KP reached an agreement with Oregon Federation of Nurses and Healthcare Professionals (OFNHP) on language that would protect their members in the event KP sold part or all of its business in the Northwest. Then, KP backtracked claiming it was a misunderstanding. OFNHP members are rightfully furious, and their Alliance siblings are standing with them in solidarity.