



## 2025 National Bargaining Virtual Town Halls

REGISTER FOR ALL THE VIRTUAL TOWN HALLS

### 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 23 - Updated



## Alliance Pushes Forward, KP Stalls Out

During Session 4 of National Bargaining Kaiser Permanente refused to move on important wage and benefit issues. Partnership Effectiveness and AI and Technology subgroups pushed through some difficult issues to successfully complete their work. In the Staffing and Patient Care subgroup union members continued to fight for staffing templates that protect patient care, despite management opposition. Also, this week our economic gains included adjusting wage scales in California impacted by the minimum wage and improving pension and training for our engineer members. Additionally, local bargaining took place in the same building, at the same time, helping to strengthen coordination across the table, even as Kaiser delays.

## ECONOMICS

This week's economic discussions made one thing clear: Kaiser is dragging its feet while workers are demanding progress. Instead of addressing the core issues: fair wages, inflation, and safe staffing, management continues to stall.

Kaiser's economic offer remains far below what we expect to settle a great contract. They did not move on wages and continue to ignore the impacts of inflation and staffing shortages that our members face every day. Instead, their counterproposal added a **one-time, 1% contribution to the 401K**. Alliance members did not ask for that. We do not want that. And we are not going to accept that. Our proposal remains the same.

There was some progress made in other areas, including:

- » Increased training and pension funds for IUOE Local 1, 99 and 501 in Colorado, Mid-Atlantic and SCAL.
- » Adjusted wage scales compressed by the California healthcare worker minimum wage. A big win for workers at UFCW local 770 in Kern and Steelworkers local 7600.
- » Established minimum wage standards that will raise wages for our lowest earning members, especially in Georgia and Hawaii.

KP 8/18 Counter Proposal		Alliance 8/8 Counter Proposal
10/1/2025: <b>6.5%</b>	+ One Time 1% <b>401(K)</b> Contribution	10/1/2025: <b>14.5%</b>
10/1/2026: <b>6%</b>		10/1/2026: <b>6.5%</b>
10/1/2027: <b>4%</b>		10/1/2027: <b>4%</b>
10/1/2028: <b>3%</b>		10/1/2028: <b>4%</b>

Overall, we are not making progress at the pace this moment demands. Kaiser's wage offer is unacceptable. Alliance members need real movement, and we will keep up the fight until we win the contract our members deserve.

## Local Bargaining

After seeing little headway in local bargaining, Alliance leaders also pushed for 20 local tables to bargain simultaneously this week at Session 4 of National Bargaining. The goal was to accelerate local bargaining and continue to make headway. With decision makers present, we expected decisions to be made, and tentative agreements to be reached. There were some TA's reached but we are still far apart.