



## 2025 National Bargaining Virtual Town Halls

REGISTER  
FOR ALL THE  
VIRTUAL TOWN  
HALLS

### THURSDAYS SESSION 1

August 21

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

### THURSDAYS SESSION 2

August 7  
August 21

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

### FRIDAYS

August 8  
August 22

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

# JULY ALLIANCE NATIONAL BARGAINING UPDATE

## JULY 21



## National Bargaining Progresses While Local Tables Lag

**We continued to make strides at National Bargaining this week as we dig into tougher issues. Kaiser Permanente made a counteroffer to our initial wage increase proposal in addition to other parts of our Alliance economic package. Meanwhile, the three subgroups presented draft reports on their progress including some recommendations that will continue to be refined and finalized in August.**

In contrast, the pace at the local bargaining tables has been frustrating. Management is not engaging in productive talks, in many places, management hasn't engaged in meaningful discussions around interests. This is unacceptable; Alliance union leaders shared their experiences with KP senior leaders.

KP acknowledged that many local tables are stuck. They said they met with their negotiators to get bargaining back on track and are committed to returning to an interest-based approach.

Read on for more details on where things stand and what's next.

## ECONOMICS

Kaiser countered our initial across-the-board wage proposal with what they called their highest first offer ever put forward. They said it reflected their respect for our partnership and a commitment to getting the contract done on time. This is a testament to our Alliance members showing up in support of our contract.

KP Initial Counter Proposal	Alliance Counter Proposal
10/1/2025: <b>5%</b>	10/1/2025: <b>15%</b>
10/1/2026: <b>5%</b>	10/1/2026: <b>8%</b>
10/1/2027: <b>4%</b>	10/1/2027: <b>4%</b>
10/1/2028: <b>4%</b>	10/1/2028: <b>4%</b>

However, we are still far apart. On Friday, July 18, we countered their counterproposal. We will only settle for wage increases that we believe Alliance members deserve. We need to catch up on the last two years of skyrocketing inflation and a job market in demand for healthcare workers. We're staying firm in the pursuit of the best wages, not just fair wages.

Alliance Union leaders continue to push on your behalf for:

- » Ensuring KP work remains union work
- » Job security through insourcing
- » Investing in Alliance member education
- » Protecting our retirement
- » Contract alignment