



# ALLIANCE NATIONAL BARGAINING UPDATE

## SEPTEMBER 13



### VOICES FROM THE FRONTLINE

“We come to the table ready to find solutions, but Kaiser keeps dragging their feet. Partnership can’t work if one side is will to engage.”

- Hope Treco  
MRI Technologist,  
Teamsters 166

“Partnership means listening to the people who provide the care—but Kaiser keeps shutting us out. Their refusal to move shows they value control over collaboration, and that’s not real partnership.”

- Zachary Pritchett  
Emergency Dept.  
RNUNAC/UHCP

“When Kaiser refuses to move, its not just slowing bargaining, its putting both workers and patients at risk. We deserve real progress, no delays!”

- Gracie Esperanza  
UNITEHERE  
Local 5 Organizer

“Kaiser talks about partnership, but their actions show otherwise. Every time they stall or refuse to move, it’s clear they aren’t serious about working with us to solve real issues.”

- Chris Bowen  
Respiratory Therapist  
UFCW Local 7600

### Session 6 – Alliance Fights For Patient Care and Fair Wages

This week, the Alliance bargaining team stood up for quality patient care, demanding that KP work with Alliance health care professionals on patient scheduling. We need a collaborative process that ensures providers have schedules that give enough time to provide quality care. KP refused, insisting that scheduling is their management right.

The Alliance and KP also exchanged economic proposals. Management made some small improvements to their wage proposal but still refuses to provide the increases we deserve.

### ECONOMICS

Kaiser’s latest counter on wages continues to fall far short. They moved up by only 0.5% and added a one-time 401(k) payment in the second year. We’ve been clear: health care workers don’t want one-time payouts — we need real raises that make up for what we’ve lost over the past two years.

KP September 9/12 Counter Proposal		Alliance September 9/12 Counter Proposal
10/1/2025: <b>6.5%</b>	+ One Time 1% <b>401(k)</b> Contribution	10/1/2025: <b>13%</b>
10/1/2026: <b>6.5%</b>		10/1/2026: <b>6%</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>

Our fight won’t end until Kaiser delivers competitive, lasting wage increases that respect every Alliance health care worker.

### Local Bargaining

Many local bargaining teams met at national bargaining in an effort to move local negotiations forward. More than 60 bargaining sessions took place over this week. We made progress on some issues but remain far apart on local economic issues. Kaiser has refused to put the money on the table needed to make improvements in areas such as differentials, premium pay, longevity steps, preceptor pay, and other important issues.