



VOICES FROM THE FRONTLINE

“Our national contract sets the standard for patient care and worker respect. With it expiring, we are standing together to hold Kaiser accountable and win the agreement our patients and families deserve.”

—Charity Jemison
Union Representative
UFCW Local 324

“The clock has run out, and Kaiser needs to choose partnership over stalling. Our strength is in our unity! When we stand together, we win.”

—Michael Ulloa
Business Agent
IUOE Local 501

“This isn’t just about a contract—it’s about our future, our patients, and our families. Kaiser must honor the partnership and come to the table in good faith. We won’t settle for less.”

—Don Henley
Recording Secretary
Teamsters Local 166

ALLIANCE NATIONAL BARGAINING UPDATE

NOVEMBER 4, 2025



Session 8 – Alliance Stays the Course

The Alliance bargaining team held firm this week, standing united as negotiations continued. While there was no movement on Across-the-Board wage increases (ATBs), KP’s tone at the table shifted from delay to dialogue—a sign that Kaiser Permanente is beginning to feel the strength and resolve of Alliance members across the country. This week brought some progress, with a tentative agreement reached on **paid time and adequate facilities for lactation**. **Several local tables also met this week.**

Overall, KP’s movement is still too little and too slow. It’s time for KP to pick up the pace and show real progress! The Alliance and KP are working with a mediator in an effort to reach a fair agreement. The economic proposals related to ATBs remain unchanged. The **Alliance proposal**, presented on **October 7**, calls for competitive pay that catches up with inflation and meaningful investment in the people who make Kaiser Permanente’s success possible.

KP October 10/2 Counterproposal	Alliance October 10/7 Counterproposal
10/1/2025: 6.5%	10/1/2025: 9%
10/1/2026: 6.5%	10/1/2026: 5%
8/1/2027: 3%	4/1/2027: 3%
10/1/2027: 2.5%	10/1/2027: 4%
10/1/2028: 3%	10/1/2028: 4%

As bargaining continues, Alliance unions remain focused on a contract that addresses:

- Staffing that supports quality care
- A voice for providers in patient scheduling and appointments
- Insourcing union jobs
- Aligning contract expirations
- Improving wage equity in the Inland Empire and Kern County
- Securing first contracts for workers who have recently organized in HI, NCAL, and SCAL

The Alliance remains united, steadfast, and determined to secure a contract that strengthens patient care and honors every health care worker.

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SCAN ME

To Learn More:

To catch up on previous National Bargaining updates, scan the QR code to learn more!



SCAN ME

One Voice. One Future. The Alliance Difference.

Alliance members make KP successful. It is time for KP to provide the contract we deserve. Kaiser Permanente's success is built on union partnership—from ILWU and UFCW 770 keeping it alive in its early days to today's Alliance unions driving quality, innovation, and affordability. Union members have built one of the nation's most respected health systems, earning Magnet® Recognition, saving millions, and keeping Kaiser strong and patient-focused.

- 1. ILWU and UFCW 770 helped keep Kaiser Permanente's doors open to the public in its early days.** In 1950, when Kaiser Permanente's expansion was at risk, union members stepped up, providing the stability and enrollment that allowed Kaiser to survive and grow into the health care system it is today.
- 2. Alliance union members earn KP Magnet® Recognition excellence.** Due to the hard work and dedication of Alliance union nurses and health care professionals, 13 of Kaiser Permanente's hospitals have earned Magnet® Recognition from the American Nurses Credentialing Center (ANCC)—one of the nation's highest honors for nursing excellence and quality patient care.
- 3. Alliance union members have saved KP hundreds of millions of dollars,** generating \$230 million in recurring savings in 2023 and 2024 alone. Those savings have helped KP build its \$67 billion reserves and kept care affordable. Kaiser's financial strength and ability to reinvest in care exist because of its unionized partnership workforce.
- 4. Alliance Unions boost KP membership and, in turn, revenue.** Joint marketing efforts with KP have brought in about \$100 million annually. Among other examples, Teamsters connected KP to open enrollment at UCLA and UFCW locals promoted KP to their grocery employees during open enrollment.
- 5. Alliance Unions bring extraordinary value to Kaiser Permanente through our commitment to the nation's largest and longest-lasting Labor-Management Partnership (LMP).** Together, we've driven faster rollouts of major KP initiatives like HealthConnect and Claims Connect, strengthened communication during crises such as COVID-19 and wildfires, and—through 62,000 unit-based team members—improved care, service, and efficiency that earn industry-wide recognition.

Call to Action: Your Voice Matters.

Take 30 seconds to record a quick video on **one** of these:

- Why **provider input in scheduling** is essential to patient care, or
- Why **KP should let workers join the union without fear.**



Send to chris.martinez@ahcunions.org — every voice makes us stronger.