



2026 Tentative Agreement Summary Fact Sheet
SoCal Kaiser Pharmacy – UFCW 135, 324, 770, 1167, 1428 and 1442

The bargaining committee recommends a YES vote.

Issues from the National Table to Insert in Local Agreements	
<p><u>Across The Board Wage Increases</u></p> <p>Effective March 15, 2026 => 6.5% Effective October 2026 => 6.5% Effective August 2027 => 3% Effective October 2027 => 2.5% Effective October 2028 => 3%</p> <p>** Effective October 2029, the first negotiated increase from the next contract will be retroactive for six (6) months.</p>	<p>Significant Wage increases of 21.5% over the next 2.5 years. These are the largest wage increases ever achieved by the Alliance. These increases are significantly frontloaded with a 16% increase coming in the next 18 months.</p>
<p><u>Minimum Wage</u></p> <p>CA moving to Statewide Healthcare min wage \$24 + 6.5% → \$25.56 minimum</p>	<p>Wage scales with start rates below minimum rate will go to the minimum wage, and all other steps in scale will go up by the same percentage used to increase Step 1 to minimum rate.</p> <p>If a first level job in a career ladder is impacted by minimum wage increase, each subsequent scale in the progression will go up by the same percentage increase as the first level job</p>
<p><u>Equity in Kern</u></p> <p>3.75 = 1.25% of payroll in July 2026 (after 1st ATB), July 2027 (after 2nd ATB) and July 2028 (after 4th ATB).</p>	<p>Those with wages that are most impacted by a lack of equity with the LA/OC area will get the largest increases. These equity adjustments are 50% greater than in the last agreement.</p>
<p><u>Performance Sharing Program (PSP)</u></p> <p>In the event financial gate is not met, the max APSP payment should all goals be met will be \$1,400</p>	<p>This is a 40% increase from the previous formula based on \$1,000 => \$1,400</p>
<p><u>Contract Alignment</u></p> <p>Aligned all UFCW agreements with one common expiration date of March 31, 2030 and guaranteed a retroactive wage increase (from October 1, 2029 to March 31, 2030) in the next contract.</p>	<p>UFCW is going from 9 separate expiration dates over a 10-month period to one common expiration date of March 31, 2030. This allows UFCW to build power with the locals we work with on a regular basis and coordinate a strong contract campaign in our next negotiations.</p>
<p><u>All National Contract Language will go into Local agreements providing Local Autonomy and Better Enforcement</u></p> <p>If there are any differences between national and local language, whatever is most beneficial to the members will prevail.</p>	<p>Adding all national issues to the local agreements gives the local leadership and bargaining committees more control over the issues that impact you most such as wages and benefits. This will not prevent us from continuing to coordinate with other Alliance Unions.</p>

	These “national” issues can now be enforced through our grievance and arbitration procedures rather than through the more lengthy national escalation process.
<u>Qualified Dependent Death Benefit</u>	If a member passes before they start collecting their pension, the benefit may go to their beneficiary.
<u>Pension</u>	Secured sufficient funding to maintain or improve all pension benefits.
<u>Retiree Medical Increases for retirements after 1/1/2026</u> Increase the Retiree Medical HRA amount to 2,500/ YOS in Southern CA Increase the Retiree Medical HRA Supplement (reload) at age 85 to 15,000 (used to be 10k)	Substantial increases to Retiree funding for those retiring after January 1, 2026
<u>Retiree Medical Premium Subsidy</u> Effective Jan 1, 2026 the MPS can be applied within a region to any KPSA plan available under the KP Retiree Medical Plan.	This gives the retiree more options by allowing them to choose any Kaiser plan offering in the region and continue to use the subsidy rather than only allowing them to use the subsidy if they choose the cheapest plan.
<u>Hearing Aids</u>	Effective Jan 1, 2027 the hearing aid allowance for adults in SoCal non-flex HMP plans 1,000 per device, per ear
<u>Ben Hudnall Memorial Trust</u> Increased funding from 0.5% of payroll to 0.7% of payroll	This is a substantial 40% increase to educational funding equal to about \$15 Million.
<u>Tuition Reimbursement</u> Tuition reimbursement currently set at \$3,000 max per year will increase by 67% over 4 years.	Effective 1/1/26, increase to \$3,500 Effective 1/1/27, increase to \$4,000 Effective 1/1/28, increase to \$4,500 Effective 1/1/29, increase to \$5,000
<u>Strategic Leadership Council</u> Establish a 10 member council to strategize around KP’s future challenges, including Medicaid cuts due to new laws passed by the current federal administration.	Within 90 days of ratification, establish an Action Plan to support membership growth, union growth, and affordable quality care.
<u>Lactation Accommodations</u> For the 12 months following the birth of the child, the employer will provide up to 60 minutes per shift to express milk, including the time it takes to travel to and from the lactation space, without loss of pay.	KP and the Alliance will designate representatives for a Lactation Accommodation Committee that will evaluate the current lactation room accommodations being provided at the facilities in the KP markets and/or service areas. KP will take reasonable actions to provide employees with a private space, other than a bathroom, to express milk.
<u>Staffing</u> KP and the Alliance will jointly implement an automated staffing dashboard in all markets. KP and the Alliance will jointly develop a National toolkit and educational materials to support the goals of the Labor Management Staffing Committees. National Workforce Planning and Development, within six months following the ratification of this	These changes are intended to facilitate easier enforcement of existing contract language around staffing. In addition, the National Affordability and Competitiveness Task Force will provide executive sponsorship and will resolve any material issues with the implementation of the Staffing Committee language in the National Agreement, including the following escalation pathway:

<p>agreement, shall identify factors/criteria that markets are expected to consider when identifying hard-to-fill positions.</p>	<ul style="list-style-type: none"> • Local/Facility LMP Council (as applicable) • Regional LMP Council • National Affordability and Competitiveness Task Force
<p><u>Artificial Intelligence and Technology</u> KP commitment: AI and technology are tools to improve patient centered care, outcomes and employee work experience. AI and technology shall harness the expertise of frontline workers, and complement clinical judgment and professional practice with human evaluation and the ability to intervene, as appropriate. To ensure the ethical, safe and principled deployment of technology, it is essential to avoid discrimination, bias, or inequity, and to uphold transparency and accountability. The implementation of AI and technology shall reflect partnership values.</p>	<p>Through the agreed-upon Alliance-KP Taskforce on Technology and Artificial Intelligence and UBT structures, employee input will be incorporated into the AI and technology lifecycle, which may include but is not limited to: problem identification and solution design to implementation, education, training, evaluation, and communication.</p>
<p><u>Partnership Effectiveness</u> Partnership recommendations strengthen partnership effectiveness by reinforcing accountability and providing the necessary support for teams to reach high-performing status. These achievements include establishing a grace period for sponsor or co-lead replacement, standardizing UBT assessments, and creating a detailed verification process for UBT performance levels with greater accountability. KP has also committed to developing plans for teams that fall below high-performing status, maintaining recognition programs that highlight the spread of successful practices, and ensuring all sponsors are included in the Sponsor Community of Practice. Additional gains include commitments to manager training in the partnership, jointly developing LMP training plans, creating a joint body to design a tool for measuring partnership effectiveness, and fully implementing Just Culture practices with clear timelines, oversight, and training.</p>	<p>The agreements established at the partnership effectiveness table strengthen labor’s voice and influence by ensuring clearer accountability, better-trained partners, and more consistent support for teams and leaders across the partnership.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • Strengthen UBT Assessments • Ensures implementation of Just Culture including a training and communications plan for all departments • Evaluate LMP Learning • Evaluate Partnership above the UBT Level

SoCal Kaiser Pharmacy Contract Updates	
Section/Article (See Tentative Agreement for full language description)	Description / Comment
<p>Article VI – Compensation 618 Longevity Pay 10-Year Longevity \$0.30 to \$0.50/Hour 15-Year Longevity \$0.40 to \$0.75/Hour 20-Year Longevity \$0.60 to \$1.00/Hour</p>	<p>Longevity Differentials will be effective the first full pay period following 120 days after ratification the first full pay period following the date we sign the settlement offer. (New improvement)</p>
<p>651 Inpatient Pharmacy Technician Differential Inpatient Pharmacy Technicians (47159) will receive: \$1.00 to \$1.50 Differential for all ambulatory oncology hours worked</p>	<p>Inpatient Pharmacy Technicians Differentials will be effective the first full pay period following 120 days after ratification</p>
<p>Article X – Grievances and Arbitration New section: 1013 Mediation <i>(See Tentative Agreement)</i></p>	<p>New optional process of Mediation for expediting grievance procedure for a quicker resolution.</p>
<p>Article VII – Hours of Work and Overtime 701 – 706 Workweek and Workday Definition of Week and Day</p>	<p>Alignment of work week start and end time across all markets and regions.</p>

<p>Beginning Sunday 12:01am through midnight the following Saturday</p>	
<p>Article IX – Seniority 910 – 915 Bidding on Posted Positions <i>(See Tentative Agreement)</i> “... a newly hired employee will be ineligible to transfer until nine (9) months after the completion..”</p> <p>913 – “...An employee who is voluntarily reassigned pursuant to Article IX shall have seven (7) fourteen (14) calendar days to change their mind and upon written request, shall be returned to their former position no later than twenty-one (21) days of the written request.....”</p> <p>914 – “If the Employee voluntarily elects to return to their former position, or if the Employee returns to their former position on a non-voluntary basis, the Employer shall award the position to the next qualified bidder among all internal applicants of the original job posting.”</p>	<p>To avoid disruption to patient care, allowance for life balance and maintaining staffing especially in high turnover departments like CRP, only newly hired will be stationed permanently in such department for a 9 month period after probationary period unless bidding for promotional opportunities.</p> <p>Employees that bid into a new position will now have 14 days instead of 7 to change their minds and return to the former position. Once initiated upon written request, shall return to their former position no later than 21 days.</p> <p>Streamlining bidding process and filling position for initial eligible candidates based upon seniority.</p>
<p>Unpublished Side Letter of Understanding Part-time positions working 40 hours <i>(See Tentative Agreement)</i> “.....parties will review the part-time positions that have been working at forty (40) straight time hours per week on non-replacement work.....”</p>	<p>One time review process for the conversion of part-time positions to full-time in each department if qualified</p>
<p>737 – 744 Rotation Defined – “When there is a business need..”</p>	<p>Rotations occur only when there is an actual business need.</p>
<p>Unpublished Side Letter of Understanding Rotation of work “On a one-time, non-precedent setting basis, within 120 days of ratification of this Agreement, the parties will meet to discuss Rotating Schedules. Where there is no business need in a particular location, the Parties will jointly determine appropriate next steps to the Employer's required shift start times and days off for that location, by Seniority.”</p>	<p>One time process to analyze current schedules to determine the feasibility for existing rotating start time schedules allowing for improvement of life balance.</p>
<p>Unpublished Side Letter of Understanding “On a one-time, non-precedent setting basis, within 120 days of ratification of this Agreement, the parties will convene to develop a contingency plan in the event that an Immediate need arises requiring additional temporary staffing.”</p>	<p>To develop a contingency plan or process in the event of a catastrophic disaster.</p>
<p>Article XII – Leaves of Absence Bereavement 1232 - 1235</p>	<p>Adding to contract section, the additional 2 days of unpaid bereavement to align with California State Law AB1949</p>
<p>Article VIII – Work Life Balance/Time off Program 846 -847 / Vacation Scheduling “...posted by December 15 of each year and shall apply from the first Monday following New Year's Day (January 1st) and ending with the week including New Year's Day (January 1st).”</p> <p>853 – 854 / Vacation requests “If a vacation request is submitted less than thirty (30) days from the requested vacation date(s), the Employer will respond within seven (7) days of</p>	<p>Creates a timeframe allowing for bidding of “Holiday Season” dates combining Christmas and New Years Day in the vacation bidding process.</p> <p>Creates emphasis on the summer months for vacation time and a committed timeframe to reply</p>

<p>receiving the request. Should the Employer inadvertently miss the response timeline, the employee will notify the Manager in a timely manner for a response.”</p> <p>802-804 / Designated Holidays Martin Luther King Jr. Day</p>	<p>for requested vacation time if submitted less than 30 days from the requested vacation dates.</p> <p>Adding Martin Luther King Jr. Day to the contract</p>
<p>Unpublished Side Letter of Understanding Career Pathway</p>	<p>Six months following ratification, the Employer and Union will convene to discuss and possibly create a pathway for Outpatient Pharmacy Technicians to develop skillsets to qualify for Inpatient Pharmacy.</p>
<p>Unpublished Side Letter of Understanding Gender Neutral Language</p>	<p>“Any contractual references to He/His/Her/Hers will be updated to reflect the gender-neutral designation as appropriate.”</p>

UNION DEFEATS the Company’s proposals of:

<p>Lengthening probation to 5 months</p>	<p>New employees will be at-will for 5 months with no protections of the contract #DEFEATED</p>
<p>On-Call Unbenefited Classification</p>	<p>The proposed On-Call Unbenefited classification will erode the Pension and Benefits because there won’t be any future contributions from these On-Calls for funding the current Pension and Healthcare benefits, jeopardizing benefits for all existing employees. #DEFEATED</p>
<p>Temp Agency / Registry use</p>	<p>Erosion of benefits, same as above including employee’s standard hours of work and jeopardizing job security. #DEFEATED</p>
<p>2 year lock down for staying at the location/position after bidding for such position; all employees.</p>	<p>Unfair for existing employees and hinders the ability to relocate/bid to another facility if necessary, up to 2 years timeframe. #DEFEATED</p>