



**2026 Tentative Agreement Summary Fact Sheet  
SoCal Kaiser CLS/MLT Contract – UFCW 135, 324, 770, 1428**

**The bargaining committee recommends a YES vote.**

<b>Issues from the National Table to Insert in Local Agreements</b>	
<p><b><u>Across The Board Wage Increases</u></b></p> <p>Effective March 15, 2026 =&gt; 6.5%            Effective October 2026 =&gt; 6.5%            Effective August 2027 =&gt; 3%            Effective October 2027 =&gt; 2.5%            Effective October 2028 =&gt; 3%</p> <p>** Effective October 2029, the first negotiated increase from the next contract will be retroactive for six (6) months.</p>	<p><b>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.</b></p>
<p><b><u>Minimum Wage</u></b></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><b><u>Equity in Kern</u></b></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><b><u>Performance Sharing Program (PSP)</u></b></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><b>This is a 40% increase from the previous formula based on \$1,000 =&gt; \$1,400</b></p>
<p><b><u>Contract Alignment</u></b></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><b><u>All National Contract Language will go into Local agreements providing Local Autonomy and Better Enforcement</u></b></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.
<b><u>Qualified Dependent Death Benefit</u></b>	If a member passes before they start collecting their pension, the benefit may go to their beneficiary.
<b><u>Pension</u></b>	Secured sufficient funding to maintain or improve all pension benefits.
<b><u>Retiree Medical Increases for retirements after 1/1/2026</u></b> 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
<b><u>Retiree Medical Premium Subsidy</u></b> 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.
<b><u>Hearing Aids</u></b>	Effective Jan 1, 2027 the hearing aid allowance for adults in SoCal non-flex HMP plans 1,000 per device, per ear
<b><u>Ben Hudnall Memorial Trust</u></b>  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.
<b><u>Tuition Reimbursement</u></b>  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
<b><u>Strategic Leadership Council</u></b>  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.
<b><u>Lactation Accommodations</u></b>  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.
<b><u>Staffing</u></b> 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 agreement, shall identify factors/criteria that markets	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: <ul style="list-style-type: none"> <li>• Local/Facility LMP Council (as applicable)</li> <li>• Regional LMP Council</li> </ul>

<p>are expected to consider when identifying hard-to-fill positions.</p>	<ul style="list-style-type: none"> <li>• National Affordability and Competitiveness Task Force</li> </ul>
<p><b>Artificial Intelligence and Technology</b>          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><b>Partnership Effectiveness</b>          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"> <li>• Strengthen UBT Assessments</li> <li>• Ensures implementation of Just Culture including a training and communications plan for all departments</li> <li>• Evaluate LMP Learning</li> <li>• Evaluate Partnership above the UBT Level</li> </ul>

<h3 style="text-align: center;">SoCal Kaiser CLS/MLT Contract Updates</h3>	
<b>Section/Article</b>	<b>Description / Comment</b>
<b>Longevity Pay Increases and Classification Equity</b>	
<p style="text-align: center;"><b>Increased CLS Longevity</b>  <b>Appendix A – CLS Wage Rate</b>  <b>Longevity Pay</b>            10-Year Longevity <del>\$0.70</del> to <b>\$0.90/Hour</b>            15-Year Longevity <del>\$1.20</del> to <b>\$1.35/Hour</b>            20-Year Longevity <del>\$1.70</del> to <b>\$2.00/Hour</b></p>	<p>Longevity Differentials will be effective <del>the first full pay period following 120 days after ratification</del> <b>the first full pay period following the date we sign the settlement offer. (New improvement)</b></p>
<p style="text-align: center;"><b>Increased and Matched Longevity for MLTs</b>  <b>Appendix E – MLT Wage Rate</b>  <b>Longevity Differential</b>            10-Year Longevity <del>\$0.30</del> to <b>\$0.90/Hour</b>            15-Year Longevity <del>\$0.40</del> to <b>\$1.35/Hour</b>            20-Year Longevity added at <b>\$2.00/Hour</b></p>	<p>CLS and MLT will now receive the same longevity rate regardless of classification.</p> <p>New 20-Year Longevity step added for MLTs.</p> <p>Longevity Differentials will be effective <del>the first full pay period following 120 days after ratification</del> <b>the first full pay period following the date we sign the settlement offer. (New improvement)</b></p>
<p style="text-align: center;"><b>Increased MLT Per Diem Differential</b>  <b>Appendix E</b>  <b>Medical Lab Technologists</b>  <b>Per Diem Differential</b></p>	<p>Per Diem Differentials will be effective the first full pay period following 120 days after ratification</p>

<p>The Per Diem differential will increase from \$1.00 to \$2.00/hr</p>	
<p><b>More Educational Leave</b> <b>1234 Educational Leave</b> 1236 &amp; 1238 Additional eight (8) hours of educational leave for full-time employees and four (4) hours for part-time benefited employees to be utilized on a non-scheduled workday.</p>	<p>The new educational leave hours for full-time and part-time employees will be effective the first full pay period following 120 days after ratification</p>
<b>Union Rights and Protections</b>	
<p><b>Streamlined Grievance Process</b> <b>Article XIV – Grievances and Arbitration</b> <b>New section: 1409 Mediation</b> Removal of the Board of Adjustment option and addition of optional mediation step.</p>	<p>New optional process to utilize mediation in the grievance procedure to effectively achieve an expeditious resolution.</p>
<p><b>Consecutive Shift Rest Protections</b> <b>Article VII – Hours of Work</b> <b>701 Workweek and Workday</b> <b>702 Normal Workweek</b></p> <p>Guaranteed <b>10-hour rest period between scheduled shifts</b>. If management schedules a shift that starts before the full 10 hours have passed, the employee will receive <b>premium overtime pay</b> for all hours worked until the 10-hour window is met.</p>	<p>Provides premium pay when employee is required to report to work less than ten (10) hours from the end of the last shift worked.</p>
<p><b>Improved Overtime Pay for 10 hr Members</b> <b>Appendix G</b> <b>Flexible Schedules Ten (10) Hour Shifts</b> <b>4. Overtime</b> Double time pay increased from beginning after 14 hours to beginning after 12 hours of work in a workday.</p>	<p>Increases double-time eligibility requirement from fourteen (14) hours to twelve (12) hours for employees on a flexible 10-hour shift schedule to be implemented and effective the first full pay period, following 120 days post ratification.</p>
<p><b>Improved Overtime Pay for Per Diem</b> <b>Appendix C</b> <b>Per Diem Employees</b> Per Diem Employees will receive the overtime rate of two (2) times the employee’s straight time rate for all hours worked in excess of twelve (12) hours during a workday.</p>	<p>Increases overtime rate for per diem employees from 1.5x pay for hours worked in excess of 12 hours to 2x pay.</p>
<b>Staffing Stability</b>	
<p><b>Improved Backfill Process</b> <b>Appendix C</b> <b>Per Diem Guidelines</b> The new agreement includes updated expectations for Per Diem employees to ensure staffing consistency and support safe, reliable coverage for all departments:</p> <ul style="list-style-type: none"> <li>• <b>Holiday Availability:</b> Per Diem employees will now be required to be available for one minor holiday <i>and</i> one hard-to-fill day each year, in addition to one major holiday.</li> <li>• <b>Monthly Availability:</b> Per Diem employees must now provide availability for five (5) full 8-hour shifts per month (increased from four), including two full weekend shifts.</li> <li>• <b>Department Needs Match:</b> Monthly availability must meet department staffing needs at least 80% of the time, ensuring more predictable and adequate coverage.</li> </ul>	<p>These updates strengthen staffing stability, reduce last-minute shortages, and create a more consistent workload distribution across the team.</p> <p>Note: Major holidays are Thanksgiving, Christmas and New Years Day. Minor holidays are MLK Jr. Day, Memorial Day, Independence Day, and Labor Day. “Hard-to-Fill” Days are Valentine’s Day, Mother’s Day, Father’s Day, Halloween, Day after Thanksgiving, Christmas Eve, New Year’s Eve.</p>

<p align="center"><b>Potential for Benefited Job Openings</b> <b>Unpublished Side Letter of Understanding</b> <b>Per Diem Utilization</b></p> <p>Per Diem utilization will be reviewed annually by the Union and Management during a regional KP – UFCW CLS Staffing Committee meeting.</p>	<p>CLS and MLT Per Diem positions in which employees have worked 1,040 hours or more, in a single department, in the prior calendar year, will be evaluated in partnership, to determine if a regular part-time position may be posted due to department needs.</p>
<p align="center"><b>Stronger Workforce Stability</b> <b>Article VI –</b></p> <p><b>619-</b> Newly hired employees must complete twelve (12) months of continuous employment from date of hire before being able to transfer to a posted position in another department, in accordance with the forgoing provisions. During such twelve (12) month period, the employee may not transfer to another position within the department more than twice (2X).</p>	<p>Increases time of continuous employment (12 months) for <u>new hires</u> before being allowed to transfer to another position outside of the department. New hires can transfer within the department up to two times during the 12-month period.</p>
<p align="center"><b>Talent Acquisition</b> <b>Article X – Compensation</b></p> <p><b>1003- New Employees Placement on Structure</b> New Language: New employees with two (2) or more years of experience as a Clinical Laboratory Scientist shall be paid at the rate on the wage schedule one (1) step lower than their experience as a Clinical Laboratory Scientist suggests, not to exceed the three (3) year rate on the wage structure.</p>	<p>Modifies advanced hire criteria to allow higher wage placement on wage structure for new hires based on experience as a Clinical Lab Scientist outside the state of California. This will improve the ability to attract and retain qualified members.</p>
<p align="center"><b>Appendix C</b> <b>Per Diem Employees</b></p> <p>10. Per Diem employees will not be included in OT or <u>holiday</u> scheduling until permanent employees have had an opportunity to be scheduled.</p>	<p>The contract now provides clear guidelines that give permanent employees priority for overtime and holiday scheduling, while still allowing Per Diems opportunities once those needs are met. This transparency strengthens fairness and reduces scheduling conflicts for all members.</p>
<b>Benefit Upgrades</b>	
<p align="center"><b>Increased Retiree Life Insurance</b> <b>Article XXI– Health Plan, Insurance, Dental and Pension</b></p> <p><b>2135- Retiree Life Insurance</b></p> <p>2136- Employees retiring on and after January 1, 2026. will be provided with Employer paid life insurance in the amount of six thousand dollars (\$6,000) with no accidental death and dismemberment coverage.</p>	<p>Increases Retiree Life Insurance effective January 1, 2026, and discontinues accidental death and dismemberment (AD&amp;D) coverage.</p>
<p align="center"><b>Streamlined Vacation Payout</b> <b>Article XI –</b></p> <p>1140- Full-time employees taking one (1) week of vacation will be paid for forty (40) hours of vacation. Part-time employees taking one (1) week of vacation will be paid vacation hours based on their part-time status.</p>	<p>Adopts a consistent vacation payment method for part-time employees when taking a week of vacation. Part-time employees shall be paid according to the minimum guaranteed hours posted in their job description when taking a week of vacation (e.g. A Part Time employee hired to work 32 hours per week (0.8 FTE), will be paid 32 hours of Vacation per week).</p>
<p align="center"><b>Unpaid Bereavement Leave</b> <b>Article XII- Leaves of Absence</b> <b>1224-1227 Bereavement Leave</b></p> <p>If the travel distance is less than one hundred (100) miles from the employee’s home to attend funeral or memorial services, the employee may be eligible for an additional two (2) days as unpaid time off for a total of up to five (5) days of bereavement leave.</p>	<p>Adding to contract section, the additional 2 days of unpaid bereavement to align with California State Law AB1949</p>
<b>Language Improvements</b>	
<p align="center"><b>Gender Neutrality</b> <b>Unpublished Side Letter of Understanding</b></p> <p>Any contractual references to “his/her” will be updated to reflect the gender-neutral designation as appropriate (i.e. “they/them/their”).</p>	<p>This ensures that the contract reflects and respects the diversity of our workforce and promotes a more inclusive workplace for all employees.</p>

**Holiday Season Clarified**

**Article XI –**

**1102- Section 1 - Designated Holidays**

1106- ... All employees shall receive at least one (1) of the following three (3) holidays off unless the employee requests to work all of them: ~~New Year's Day~~, Thanksgiving Day, Christmas Day, New Year's Day.

The modification of the paragraph rearranges the holiday sequence to affirm these holidays are to be part of the same holiday season, as part of the annual vacation year (Apr. – Mar., and as defined per Paragraph 1145) rather than a calendar year (Jan. – Dec).

**DEFEATED**

**UNION DEFEATS the COMPANY'S proposals on:**

- **Conversion of evening and night differential to a flat rate**
- **Increase in the mileage necessary to qualify for additional bereavement leave.**
- **Unrealistic scheduling expectations for Per Diem employees**