



2025 Kaiser Bargaining National Tentative Agreements



National Tentative Agreements - Economic

Historic Contract Alignment

For the first time, all UNAC/UHCP contracts within Kaiser are now **aligned** under the same expiration date.

Contract Duration: October 1, 2025, to September 30, 2029.

Historic Across-The-Board Wage Increases

March 2026	October 2026	August 2027	October 2027	October 2028
6.5% *	6.5%	3%	2.5%	3%

*in effect March 9, 2026, upon ratification of agreement by March 27, 2026

[See your local TA documents for additional information on local compensation](#)

Partnership Addendum

2018 Labor-Management Partnership Agreement remains in effect

*Key Win: Mandatory issues are bargained **locally**, where members have the strongest voice.*

Compensation and benefits (mandatory subjects) move to local contracts. These include:

- Wages (ATBs), equity adjustments
- Benefits and staffing committees
- Subcontracting protections
- Union leave and trust funding

Partnership items (permissive subjects) move to a Partnership Addendum. These include:

- Partnership structure and UBTs
- Just Culture
- Workforce planning and racial justice

Improvement of Performance Sharing Program (PSP)

In the event the **financial gate** is not met, the maximum PSP payment should all goals be met will be **\$1,400.00** from \$1,000.00

Paid Time Lactation Policy

Paid Time to Express Milk

- Members will get 60 paid minutes per shift to express milk for one year after the birth of a child.
 - Better than state law (requires employers to provide time to express milk, but the time is unpaid).
- Members allowed to take time necessary to express milk beyond the 60 minutes.
 - For salaried employees, the time will be paid; for hourly employees, it will be unpaid time.

Lactation Accommodation Committee

- A Lactation Accommodation Committee will form 180 days after ratification to evaluate the lactation rooms at each facility.

Strengthening the Ben Hudnall Education Trust

- Major investment in Education and Career Enhancement
- 40% more funding for the program
- Additional \$3 million annual commitment from Kaiser above 40%

Enhancing Tuition Reimbursement

Expanded education support for members. Annual reimbursement increases (previously \$3,000 per year):

- \$3,500 – Effective January 1, 2026 (current)
- \$4,000 – Effective January 1, 2027
- \$4,500 – Effective January 1, 2028
- \$5,000 – Effective January 1, 2029

The reimbursement for travel will increase from \$750 to \$1,250

- Effective January 1, 2026 (current)

Expanded Medical Benefit: Hearing Aid Coverage

Beginning January 1, 2027

- \$1,000
- Per hearing aid and ear
- Every 36 months

Improvements to Retiree Medical Benefits

- Retiree Medical HRA amount increased to **\$2,500** for each year of service (previously \$2,000)
- Retiree Medical HRA Supplement at age 85 increased to **\$15,000** (previously \$10,000)
- Retirees can use medical premium subsidy on **any KPSA plan** offered in the region (not just the least expensive one)

Qualified Dependent Death Benefit

A single, vested, active employee's qualified beneficiary will receive pension payments if the employee dies.



National Tentative Agreements - Subgroups

Overall Improvements to National Language

Real improvements that support both workers and patients

Stronger partnership accountability and effectiveness

Workers have a voice in new technology and AI

Improved tools to address staffing challenges

Greater transparency and data across Kaiser markets

Partnership Effectiveness – Key Gains

Stronger accountability and tools for Unit Based Teams (UBTs)

Escalation process to help UBTs improve performance

Better measurement and reporting of partnership results

Improved Labor-Management Partnership training programs, including Just Culture

AI and Technology – Key Gains

Mutual Understanding that frontline workers have a voice in technology decisions, and that technology must support human care and clinical judgment

Creation of a joint AI and Technology Taskforce with equal representation from labor and management

Commitment to ethical, transparent use of AI

Staffing and Patient Care – Key Gains

National staffing dashboard across all Kaiser markets

Better data transparency on staffing levels

National staffing toolkit and training for committees

Clear escalation process for staffing concerns

Focus on addressing hard-to-fill positions