

**2025 KP/Alliance of Healthcare Unions National Bargaining  
Tentative Agreement  
November 4, 2025**

**Lactation Accommodation**

Within 180 days of ratification, the Employer 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. The Committee will reference available KP guidelines such as the Lactation Accommodation Checklist and make recommendations to the responsible employer point of contact to remedy any identified gaps.

**Lactation Breaks**

The employer will take reasonable actions to provide employees with a private space, other than a bathroom, to express milk. For the duration of the employee's need to express milk, the employer will provide reasonable break times throughout the shift to do so and will work with the employee to allow sufficient flexibility for lactation breaks. For the 12 months following the birth of the child, the employer will provide up to 60 minutes per shift to express milk, as needed by the employee including the time it takes to travel to and from the lactation space, without loss of pay. To the extent practicable, employees should combine their lactation breaks with their paid breaks. The employer will provide additional reasonable breaks for employee lactation needs, but for non-exempt employees, the time may be unpaid.

**Agreed:**



**Hal Ruddick**  
Executive Director  
Alliance of Health Care  
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**Arlene Peasall**  
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