

# 2025 KP Alliance National Bargaining Economic Tentative Agreements





# Across-The-Board Wage Increases

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



# Minimum Wage TA

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- California:  $24.00 + 6.5\% = \$25.56$
- Hawaii: \$24.00
- Mid-A, GA, WA, NW, CO: \$22.00
- 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.
- 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



# Minimum Wage TA Impact

Region	# Jobs	# Incumbents
Northwest	3	31
Hawaii	42	215
Southern California	97	1,374
Georgia	37	133
Total	179	1,753

# Inland Empire and Kern Wage Equity TA



Local	Avg Relationship to KP LA wages after first ATB	July 2026	July 2027	July 2028
USW Local 7600	(5%)	1.25% of Payroll	1.25% of Payroll	
IBT Local 166	(7%)	1.25% of Payroll	1.25% of Payroll	
UFCW Local 770 Kern Main	(15%)	1.25% of Payroll	1.25% of Payroll	1.25% of Payroll
UFCW Local 770 Kern Admin	(3%)	1.25% of Payroll	1.25% of Payroll	1.25% of Payroll

# Performance Sharing Program

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

# Retiree Medical Health Reimbursement Account (HRA) for Eligible Retirees

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## Retiree Medical

Increase the Retiree Medical HRA amount to \$2,500/YOS for future retirees on/after January 1, 2026, in NCAL, SCAL, and WA

# Retiree Medical Health Reimbursement Account (HRA) for Eligible Retirees

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## Retiree Medical

Increase (add for KP WA) the Retiree Medical HRA Supplement at age 85 to \$15,000 for future retirees on/after January 1, 2026, in all regions.

# Retiree Medical Premium Subsidy Rules of Application

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## Retiree Medical Program “Medical Premium Subsidy” Rules of Application: 2.B.2.i.(3)

Effective January 1, 2026, the Medical Premium Subsidy can be applied within a region to any KPSA plan available under the Kaiser Permanente Retiree Medical Plan. For example, if within a region, there are three KPSA plans: a zero premium plan, a plan with a \$50 premium, and a plan with a \$75 premium, the retiree may enroll in the zero premium plan; or, choose to enroll in the \$50 premium plan and have the premium subsidy applied to the \$50 premium; or, choose to enroll in the \$75 premium plan and have the premium subsidy applied to the \$75 premium.

# Retiree Medical KP Washington

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## Addition to Section 2.B.2.i.(7) – Washington Region

Eligible retirees who were hired before January 1, 2021, that retire from the Washington Region on or after January 1, 2026, shall receive the maximum Medical Premium Subsidy in the amount of \$43.05 per month subject to the Section 2.B.2.i.3 “Medical Premium Subsidy Rules of Application”. This maximum amount shall increase by 3 percent (3%) on January 1, 2027, and on January 1 of each subsequent year.

# IUOE L99 - Retiree Medical Benefit

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Offer future retirees from L99 on/after January 1, 2026, retiree medical benefits outlined in the National Agreement.

# Qualified Dependent Death Benefit

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The Qualified Dependent Death Benefit (QDDDB), as described in the plan document will be extended to Alliance-represented participants in Employer-sponsored pension plans effective January 1, 2026. This provision states that the qualified beneficiary of a single, vested, active participant will receive pension payments in the event of their death.

# Active Medical – Allergy Injection Copay

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## Additions to Section 2.B.1.b Basic Comprehensive Plan

Effective January 1, 2027, the allergy injection copay will be \$0 in the GA, MAS, and NW non-flex HMO plans.



# Active Medical - DME

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## Additions to Section 2.B.1.b Basic Comprehensive Plan

Effective January 1, 2027, the Durable Medical Equipment (DME) coinsurance will be \$0 in the NW and HI non-flex HMO plans.

# Active Medical – Hearing Aids

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## Additions to Section 2.B.1.b Basic Comprehensive Plan

Effective January 1, 2027, the hearing aid allowance for adults in the SCAL and GA non-flex HMO plans will be \$1,000 per device per ear every 36 months.

# Active Medical – IVF

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Effective January 1, 2027, an IVF benefit consisting of 20% coinsurance with a lifetime maximum of \$30,000 will be added to the non-flex HMO plan for OFNHP Registered Dental Hygienists, OFNHP Technical, OFNHP RN, and ONA represented employees in the NW.

# IUOE Local 501 Pension Trust Contributions



## IUOE L501 Pension Trust Fund

The Employer pension contributions per hour paid per bargaining unit employee will be:

<b>October 1, 2025</b>	<b>October 1, 2026</b>	<b>October 1, 2027</b>	<b>October 1, 2028</b>
\$5.87	\$6.14	\$6.41	\$6.68



# IUOE Local 99 Pension Trust Contributions

## IUOE L99 Pension Trust Fund

The Employer pension contributions per hour paid not to exceed 2080 hours per year per bargaining unit employee will be:

Classification	March 8, 2026	March 8, 2027	March 8, 2028	March 8, 2029
Apprentice Engineer I - IV	\$6.16	\$6.46	\$6.76	\$7.06
Maintenance Technician I	\$6.16	\$6.46	\$6.76	\$7.06
Maintenance Technician II	\$6.31	\$6.61	\$6.91	\$7.21
Refrigeration Engineer	\$6.46	\$6.76	\$7.06	\$7.36
Facility Engineer I	\$6.46	\$6.76	\$7.06	\$7.36
Facility Engineer II	\$6.61	\$6.91	\$7.21	\$7.51
Lead Facility Engineer	\$6.76	\$7.06	\$7.36	\$7.66
Data Center Engineer	\$6.96	\$7.26	\$7.56	\$7.86

Should an additional classification be agreed to at the local table, the amount of contribution for that classification will be determined by mutual agreement and added to this list.



# UFCW Local 3000 Optical and Pharmacy Units Trust Funding

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## Section 2.B.2.b. - UFCW Local 3000 Optical and Pharmacy Units

For each eligible employee of the UFCW Local 3000 Optical unit, the Employer will contribute a minimum combined total amount of 7.0% of salary to the Sound Retirement Trust (SRT) and the Sound Variable Annuity Pension Trust (SVAPT). Further details may be found in the UFCW Local 3000 Optical Agreement. For each eligible employee of the UFCW Local 3000 Pharmacy unit, the Employer will contribute a minimum combined total amount of 6.3% of salary to the SRT and the SVAPT. Further details may be found in the UFCW Local 3000 Pharmacy Agreement.

# SCAL UFCW Pharmacy Pension Trust Funding



## Section 2.B.2.b. – Southern California UFCW Pharmacy Pension Trust Funding

For employees who are represented by the UFCW in the Southern California region and who participate in the Southern California United Food and Commercial Workers Unions and Drug Employers Pension Fund (“Pension Plan”), employer contributions will be \$1.775 per hour effective January 1, 2025 and will increase by \$0.079 per hour effective January 1 of each subsequent year until the projected emergence of the Pension Plan from critical status.

# Lactation

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## 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.

## Lactation Breaks

- The employer will take reasonable actions to provide employees with a private space, other than a bathroom, to express milk.
- 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.
- 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.





# Strategic Leadership Council

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- 10 member council to strategize around KP's future challenges
- Within 90 days of ratification, establish Action Plan to support membership growth, union growth and affordable quality care.

Action Plan objectives include:

- Sustainable growth and reducing membership terminations
- Improve HCAHPS to 4.5 and Medicare 5-star status in all markets
- Explore insourcing or consolidating work

# UFCW Local 1996 Employers Legal Assistance Fund



The employer agrees to the Alliance's 9/10/2025 proposed increases to the employer's contributions to the UFCW Local 1996 and Employers Legal Assistance Fund.

- Effective 1/1/2026: \$9.70 (from \$9.00) per employee per month
- Effective 1/1/2027: \$10.15
- Effective 1/1/2028: \$10.55
- Effective 1/1/2029: \$10.90



# Union Leaves of Absence

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- For Long-Term and Elected Official Leaves, employees retain health, life and dental as long as union reimburses KP.
- Improves Long-Term leaves to two consecutive years from a previous maximum of one year.
- Improves Elected Official Leaves for up to six consecutive years from a maximum of three years.
- Does not supersede more favorable local agreements.

# BHMT

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- For the duration of this agreement, the parties agree that the Joint Educational Trust will be funded annually.
- The funding calculation will be determined by a **0.70 percentage of the gross annual payroll** of Alliance-represented employees participating in the Trust as of December 31 of the preceding year.
- Gross payroll shall be defined as the amount included in Box 5 of the W-2 form report of the Employer. **Funds will be transferred to the trust annually no later than March 31.** In addition, the Employer will contribute \$3 million annually to the Ben Hudnall Memorial Trust.
- Furthermore, the Employer will contribute another \$1 million annually to the Ben Hudnall Memorial Trust for the purpose of providing enhanced training benefits for employees in the redeployment process, in addition to those benefits provided by the Employment Income Security Agreement.



# Tuition Reimbursement

## Tuition Reimbursement

Effective January 1, 2026, the maximum tuition reimbursement amount will increase from \$3,000 to \$3,500.

Effective January 1, 2027, and the first of each calendar year until 2029, the maximum tuition reimbursement amount will increase by \$500 until the maximum tuition reimbursement amount reaches \$5,000 in 2029, at which point the annual increase will stop:

- \$3,500 effective January 1, 2026
- \$4,000 effective January 1, 2027
- \$4,500 effective January 1, 2028
- \$5,000 effective January 1, 2029

Effective January 1, 2026 the amount of the reimbursement that may be allocated to the travel allowance will increase from \$750 to \$1,250.

# HARIETT

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- Beginning May 1, 2027, the Employer will make contributions to the Hotel and Restaurant Industry Employment & Training Trust (the “Trust”) fund on behalf of UNITE HERE Local 5 employees of Kaiser Permanente in the amount of \$0.05 per compensable hour. The contributions will cease September 29, 2029.
- Upon request, UNITE HERE Local 5 will provide annual updates over the course of 2025 Alliance National Agreement contract term to Kaiser Permanente on how programs and initiatives are funded through the Trust benefit Kaiser Permanente.
- The Employer and the Union shall remain signatories to the Agreement and Declaration of Trust dated February 4, 1965, establishing and regulating said Trust. The Trust shall be administered in accordance with Trust Agreement.
- It is understood that this Section shall expire and the Employer shall be allowed to cease being a signatory to the Trust and cease all employee contributions on September 29, 2029. These contributions will not be automatically renewed and must be negotiated and agreed to continue in the future.

# IUOE National Training Fund



**Local 501** - The Employer contributions per bargaining unit employee per year will be:

<b>December 1, 2025</b>	<b>December 1, 2026</b>	<b>December 1, 2027</b>	<b>December 1, 2028</b>
\$125	\$208	\$208	\$208

**L1 and L99** - The Employer contributions per bargaining unit employee per year will be:

<b>January 1, 2026</b>	<b>January 1, 2027</b>	<b>January 1, 2028</b>	<b>January 1, 2029</b>
\$125	\$208	\$208	\$208



# IUOE Local 99 Local Training Fund

## IUOE L99 Local Training Fund

The Employer contributions per bargaining unit employee per quarter will be:

<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>
\$110	\$125	\$140	\$155