

## OFNHP TENTATIVE AGREEMENT FAQ March 17, 2026

This FAQ explains the key provisions of the Tentative Agreement (“TA”) reached with Kaiser Permanente on the outstanding issues related to national bargaining. This agreement adds to – but does not subtract from – the local agreements that we reached in December 2025 (or September for RDH).

You can find more detailed answers in the FAQ section below, but here are the major takeaways. Our agreement:

- ◆ **Preserves all benefits and rights of the Alliance National Agreement while strengthening our local contracts.** Many key terms—such as wages, benefits, and working conditions—will now live directly in our local agreements, giving OFNHP stronger enforcement by being able to grieve violations and gain greater control over how our contracts are bargained moving forward. The remaining part of the agreement with Alliance-wide programs, including partnership funding, structures, and scope, will continue in a new document called the *Partnership Addendum*. By maintaining common terms across Alliance unions, we preserved our ability to coordinate in the future.
- ◆ **Does not include full retro.** This is a hard pill to swallow. Despite our best efforts, Kaiser refused to provide retroactive pay back to October 1, 2025, for all Alliance unions. However, we were able to negotiate two important offsets to partially address the loss of retro pay. First, we shortened the length of the contract so that we can return to the bargaining table sooner and negotiate another wage increase earlier. Second, we secured implementation backpay. Kaiser’s payroll system will take time (up to 120 days) to implement wage scale adjustments, so members may not see the increase reflected in their paychecks until July. When the changes are implemented, members will receive retroactive backpay to March.
- ◆ **Aligns all OFNHP contracts on a common expiration date.** The common expiration date for all six OFNHP units is June 1, 2029. By aligning the contracts, we compressed the wage increases over a shorter timeframe: 3 years and 8 months instead of 4 full years. While we lost wages on the front end, we will have an earlier opportunity to bargain for increases on the back end, with all OFNHP bargaining units having an equal voice at the table.

For each bargaining unit, the final agreement incorporates both the tentative agreements reached last year at the local tables, and roughly 50 tentative agreements reached on national bargaining issues.

The agreement that resolves all remaining issues is contained in a **Memorandum of Understanding (MOU)**. You can think of the MOU as a **roadmap**: it identifies where we ultimately landed on the outstanding issues and clarifies where each provision will live going forward—either in the local agreement or in the Partnership Addendum.

If you have any questions, you can contact your bargaining unit leadership or email [itsmyunion@ofnhp.org](mailto:itsmyunion@ofnhp.org).

### **1. Did we reach a full Tentative Agreement?**

**Yes.**

We reached a complete Tentative Agreement covering all outstanding issues for the successor contracts of OFNHP bargaining units.

The agreement resolves the issues that stalled bargaining and allows us to move forward to a ratification vote by the membership. We'll update you once we have a plan in place for the ratification vote.

It also preserves the key structures that support our voice at Kaiser while incorporating improvements we won during local and national bargaining.

All Alliance unions stayed in close coordination on the final agreements. While some finer details differ (e.g., expiration dates), the structure of the agreement is identical across Alliance unions.

### **2. How much are the wage increases?**

Members will receive, *at minimum*, a 21.5% in total wage increases over **3 years and 8 months** (more on contract duration and expiration below). These raises are called the “across-the-board” (ATB) wage increases that apply to everyone.

However, many of our local agreements also included wage increases and other economic improvements, including the local market wage adjustments and additional longevity steps. Refer to your local tentative agreements for information specific to your bargaining unit. Those improvements remain *unchanged* by this agreement.

If your bargaining unit negotiated a local market adjustment, then you still receive the higher local market adjustment. For example, if your job title received a 9.5% local market adjustment in Year 1, then you will receive 9.5% in Year 1 instead of 6.5%, bringing your total increase over the contract to 24.5%.

### **3. When will raises take effect?**

Our final agreement does not include retro pay back to October 2025. However, we addressed the loss of retro pay in two ways: through implementation of wage increases and contract expiration dates.

Kaiser insisted on a provision in our local agreements that would delay implementation for local market adjustments, wage scale adjustments, and differentials by up to 120 days after the ratification date.

This agreement improves upon what we negotiated at the local level. Now, ATBs and wage scale adjustments (local market adjustments plus longevity steps) will be paid retroactively to the first pay period after a TA is reached. You may not see a change in your pay until as late as July. However, retro will be paid back to March 15th on all ATBs and wage scale adjustments.

This is a time-bound offer—to secure these provisions, we must ratify our agreements by **April 4, 2026**.

Mar 2026*	Oct 2026	Aug 2027	Oct 2027	Oct 2028
6.5%	6.5%	3.0%	2.5%	3.0%

\*Raises may be higher depending on your local agreement. Consult your local tentative agreement for more details.

#### 4. Did we achieve contract alignment?

**Yes.**

All OFNHP contracts will expire on **June 1, 2029**. Contract alignment means all OFNHP bargaining units will have an equal voice at the table in the future with the ability to strike together if necessary—power we’ve never had until now. We have aspired for multiple contract cycles to win a common expiration date, and this sets us up to build on the success of the common issues table where all OFNHP bargaining units bargained together on issues that affected us all.

Our expiration date also aligns with the Hawaii region. Hawaii Nurses and Health Professionals (HNHP), an Alliance and AFT affiliate, will expire at the same time, giving us strength across regions.

The earlier expiration date also means that four years of wage increases will be compressed into **3 years and 8 months**. In addition to retro pay on the 120-day implementation period, this was another attempt to address the loss of retro pay since October 2025.

#### 5. Did we make improvements to the Performance Sharing Program (PSP)?

Yes, we increased the maximum payout if the financial gate is not met to \$1,400 from \$1,000.

## 6. What happens to the National Agreement?

Our final agreement reorganizes the National Agreement, placing some provisions in our local agreements and some in a new “Partnership Addendum.”

All “mandatory” subjects of bargaining – wages, benefits, and working conditions – will be moved into our local contracts. That includes provisions like tuition reimbursement, health insurance, retirement benefits, and protections against subcontracting. That gives us more autonomy and enforceability through our local grievance procedure.

All the “permissive” subjects of bargaining – namely, the partnership benefits – will be moved to a new *Partnership Addendum*. That includes things like UBTs, partnership structures, contract specialists, and workforce planning and development. In short, it’s a “skinnier” national agreement to which all Alliance unions will be signatories. The Partnership Addendum will be attached to the national Labor Management Partnership Agreement.

## 7. If there’s no more National Agreement, what happens to all the Tentative Agreements that were reached in national bargaining?

**Benefits and working conditions.** We preserved all the improvements reached in national bargaining. All the following improvements will now move to our local agreements:

- **Higher tuition reimbursement** will increase upon ratification to \$3,500 annually and to \$5,000 by the end of the contract. (Currently, the benefit is \$3,000.)
- **Higher funding for education benefits.** Ben Hudnall Memorial Trust (the joint educational trust) funding will increase by 40% from 0.5% of payroll to 0.7% of payroll.
- **Paid lactation breaks.** Kaiser will need to provide employees access to private space for up to 60 minutes of paid time per shift for lactation breaks.
- **Health insurance improvements.** Starting on Jan. 1, 2027:
  - In Vitro Fertilization (IVF) benefit will be provided to all OFNHP bargaining units. The benefit has a 20% coinsurance and a \$30,000 maximum lifetime benefit.
  - Durable Medical Equipment (DME) coinsurance will decrease \$0. Currently, there’s a 20% coinsurance.
  - Allergy injection copay will be \$0. (Currently: \$5 copay)
- **Retiree medical plan improvements.** Agreement includes key improvements to the retiree medical benefit, including more access to the KPSA premium subsidy and a higher reload at age 85 for the HRA.

**Partnership supports.** The final agreements also include many improvements to partnership structures that will go into the new Partnership Addendum, including:

- **Worker voice in artificial intelligence and new technologies.** Joint commitment to integrate employee voice in the development and adoption of new technologies.
- **Improved partnership supports.** Language strengthens structure, accountability, and supports for Unit-Based Teams, including clearer assessment processes, training for those conducting evaluations, rewards & recognition, and verification of team performance rules.

**Greater transparency and accountability in staffing.** The agreement creates a regional automated staffing dashboard, training for labor-management staffing committees, and joint tools to support the staffing review process. It also directs national workforce planning bodies to identify criteria for hard-to-fill positions and establishes clearer pathways for implementing and escalating staffing committee issues within the partnership structure.

## **8. Does the Alliance still exist?**

Yes, the Alliance exists, and OFNHP is still part of it.

The Alliance will be responsible for administering the new Partnership Addendum. That agreement is the contract between the Alliance, all Alliance member unions including OFNHP, and Kaiser Permanente that governs partnership programs system wide. There are no losses to partnership benefits, and our final agreement fully funds the Labor Management Partnership Trust.

In the future, we will continue to coordinate bargaining with Alliance unions to protect our benefits and improve our contracts.

## **9. What happens to the lawsuits and Unfair Labor Practice (ULP) charges that were filed during bargaining?**

This agreement resolves all legal disputes that occurred during the campaign. That means Kaiser will withdraw the lawsuit against OFNHP and the Alliance, and we will drop all Unfair Labor Practice charges tied to the dispute. With a final agreement, many of the charges are now obsolete, like the charge against Kaiser for refusing to bargain. Dropping them means we can focus on implementing our agreements, and it's common practice for the parties to drop all disputes as part of a final settlement.