



WE DID IT TOGETHER

UNAC/UHCP and the Alliance have defeated Kaiser Permanente's two-tier wage proposal and reached a tentative agreement on a new four-year contract.

We won this contract with unprecedented unity. In October, our Alliance fight for a fair contract was joined by our international unions and unionized workers across the country. UNAC/UHCP members at every Alliance medical center and office came together — in our units, in our communities, online, and in-person. We did this together. We inspired workers across the country similarly fending off attempted takeaways. It was our solidarity throughout the campaign that ultimately beat back the need to strike on Monday, November 15 and got us to a successful resolution. We, along with our union supporters, were ready to do whatever it takes for our patients and our professions.

- **Better staffing, budgeting, and backfill agreements:** The new National Agreement will have provisions to address a longstanding problem around patient safety due to chronic understaffing.
- **Wage Increases across the country with NO Two-Tier for New Hires:**
 - October 1, 2021: 3% wage increase
 - October 1, 2022: 3% wage increase
 - October 1, 2023: 2% wage increase + 2% bonus
 - October 1, 2024: 2% wage increase + 2% bonus
- **Protect our benefits:** We beat back all attempts to implement a two-tier wage scale. Those wage cuts would have had a ripple effect across our industry and other unionized workers. Our bargaining teams never took their eye off the ball when it came to retaining excellent benefits for over 50,000 Alliance members.
- **Fair contracts for new union members:** We protected our newest health care professionals in Northern California and Hawaii. We fought back attempts to change pensions. Members will now enjoy a collective voice on the job and in the future of quality patient care in their local med centers.
- **Wage justice is racial justice:** Steelworkers and Teamsters in the Inland Empire, and certain members of the UFCW in Kern County, will work jointly with management for the life of this agreement to achieve wage parity with regional pay scales.
- **More money for Ben Hudnall educational fund:** We won an additional \$15 million for Ben Hudnall Memorial Trust.
- **Preserve our PSP:** As part of this new agreement, we'll keep the Performance Sharing Program (PSP) intact. Work done for affordability and efficiencies will be done by mutual agreement.
- **Patient and worker safety:** Additional language will be added to the National Agreement on Just Culture and improvements in workplace violence prevention.
- **Better, faster resolution of disputes:** New language has been developed to improve improve fact-finding and timeliness around joint resolution.

Over the next seven days, detailed information will be forwarded to all UNAC/UHCP members around the local and national bargaining agreements. Please keep an eye out for dates and times for contract ratification.

