

**Summary of Agreement
UNITE HERE! Local 5 and
Kaiser Foundation Hospitals and Kaiser Foundation Health Plan, Inc.
For Ratification on March XX, 2026**

1. **Duration** – October 1, 2025 – September 30, 2029

2. **Across-the-Board (ATB) Wage Increases: 21.5% over 4 years**

March 2026*	10/2026**	8/2027**	10/2027**	10/2028**
6.5%	6.5%	3.0%	2.5%	3.0%

**March 2026 ATB (6.5%) shall be effective the 1st pay period after 3/9/2026 (“TA date”)*

***ATBs starting 10/2026 will be effective on the 1st day of the pay period closest to the 1st day of the month and year indicated.*

3. ***New* Longevity Differential** – Effective 10/2027: 7-14 years in the Kaiser Local 5 bargaining unit = \$0.25; 15+ years in the Kaiser Local 5 bargaining unit = \$1.00.

4. ***New* Kaiser Hawaii minimum wage** – Effective on the 1st day of the pay period after TA date: Hawaii minimum wage rate of \$24/hr*

**Wage scales with start rates below min. rate will go to the min. rate, and all other steps in scale will go up by the same % used to increase Step 1 to min. rate. If a 1st level job in a career ladder is impacted by min. wage increase, each subsequent scale in the progression will go up by the same % increase as the 1st level job.*

5. **Market wage adjustments** – Adjustments for all GI Aide, GI Assistant, GI Assistant Sr., GI Assistant LD shall be effective on the 1st day of the pay period after TA date.

6. **Night Differential** (does not include evening differential) – Effective 120 days after ratification, increase from \$0.90 to \$1.50 additional per hour.

7. **Health & Welfare** – increase monthly contributions to cover employee healthcare premiums; no change to employee out-of-pocket costs;

- **Retiree Medical** – Increase the retiree medical HRA supplement at age 85 from \$10k to \$15k for future retirees on/after 1/1/26.
- **Durable Medical Equipment (“DME”)** - Effective 1/1/27, the DME coinsurance will be \$0 for HI non-flex HMO plans.

8. ***New* HARIETT Training Trust** – Effective 5/1/27, Employer becomes signatory to training trust & contributes \$.05/compensable hour so that Kaiser workers can take advantage of training, continuing education, and licensing programs;

9. **Performance Sharing Plan** - If financial gate not met, max APSP payment should all goals be met increases from \$1,000 to \$1,400 for eligible FT wkrs.

10. **Sick Leave** – eliminate the maximum sick leave hours a worker can accumulate;

11. **Tuition Reimbursement** – 1/1/26 tuition reimbursement amount increased to \$3,500; 1/1/27: \$4,000; 1/1/28: \$4,500; 1/1/29: \$5,000;

- 1/1/26 reimbursement for travel, room/lodging increased to \$1,250;

- 12. Accretion** – Home Health Assistants, Sleep Lab Polytechs, CC Utilization, END specialists, & Staffing Clerks accreted into Local 5 bargaining unit; wage scales effective on the first day of the pay period after TA date.
- 13. Leaves of Absence**
- **Union LOA** – Long-term L5 LOA, service credit & credited service for up to 2 yrs.
 - **Medical Disability Leave** – if worker goes back out on medical leave w/in 90 days of return to work, it is treated as 1 continuous medical LOA.
- 14. National Agreement Language to Local CBA** – Secured a process that lays out rules for moving parts of the National Agreement into Local CBA; preserves better language, no language lost; language disputes resolved via Local 5 arb process. Establish new Partnership Addendum to capture Partnership activities.
- 15. LMP Trust** – Secured addt'l annual contributions to fund Kaiser Permanente- Alliance of Health Care Unions Labor Mgmt Partnership Trust (“LMP Trust”).
- 16. *New* Joint Local Union/Mgmt Committee** – No later than 90 days after ratification, convene a committee to continue discussions about improving systems for job postings, variable schedules, travel requirements, vacation bidding.
- 17. *New* Side Letter on improved Local 5 New hire orientation.**
- 18. *New* National Strategic Leadership Council** - Within 90 days of ratification, a 10 member national council shall convene to strategize around KP's future challenges & establish an Action Plan to support membership growth, union growth & affordable quality care. Action Plan objectives include: Sustainable growth & reducing membership terminations, Improve HCAHPS to 4.5 & Medicare 5-star status in all markets & explore insourcing or consolidating work.
- 19. *New* National AI/Technology Language** – “AI & Technology shall harness the expertise of frontline workers and complement clinical judgement and professional practice with human evaluation and the ability to intervene, as appropriate.” Ensures employee voice, ethical use of AI & Technology, creation of National Labor/Mgmt AI & Technology Taskforce.
- 20. *New* Lactation Accommodation** – Employer commits to providing reasonable break times and a private space to allow nursing mothers to express milk.
- 21. Advance Bidding** – deleted Section 4.7 C to reflect current practice related to bidding for a job while on vacation or on a leave of absence.
- 22. Grievance Procedure** – Cleaned up language to make process more efficient;
- **Mediation** – Created a process by which Union and Employer may submit grievance cases to voluntary mediation prior to arbitration;
 - **Arbitration Panel** – updated list of Arbitrators.
- 23. Grievances/Arbs** – Termination grievances for non-strike related misconduct filed post-expiration may be arbitrated.