

2025 Key Interests :

Wages:

- Historically large wage increases reflecting other contract settlements, inflation, labor shortages, staffing recruitment/retention, and cost of living
- Best wages
- Parity & wage equity
- Addressing wage compression due to minimum wage increases

Benefits:

- No takeaways in benefits
- Consistency in medical plans across units, regions
- Ensure retiree medical benefit is adequate to cover retirees' medical costs and equal across the board
- Protect the pension
- Equitable crediting of sick leave for pension service and HRA conversion
- Adequate funding for Trust Funds to maintain and improve services and programs
- Increase tuition reimbursement and expand how it can be used, including for student loan reimbursement.
- Attendance policies that don't penalize illness and family caregiving
- Adequate staffing and backfill to allow benefit usage
- Paid time and adequate sanitary facilities for lactation

Align Contract Expirations



Union Security/Growth:

- Limit subcontracting and promote insourcing
- Extend partnership and NA to Maui Health System
- Extend partnership to KP new business operations
- More flexible union leave language
- **Job Security:**
 - Consistent application of the corrective action process
 - Apply no cancellation in ambulatory setting
- Protect our immigrant members

Staffing and Patient Care:

- Refocus on patient care
- Staffing ratios, templates, and protocols should be developed in partnership to create time for quality care and hire enough staff for access and quality. Ensure staffing plans acknowledge all of the work performed by our members and metrics appropriately track that.
- Improve implementation of the staffing language
- Appropriate backfill is planned for and provided
- Address scope of practice – ensure care is provided appropriately by the right staff
- Jointly identify future workforce needs through anticipated retirement, turnover, growth, etc. Create joint plans to prepare for future workforce needs.
- Create schedules which support work-life balance (adequate part-time opportunities, flexibility, and limiting variable shifts)

Partnership:

- Set minimum standards for UBTs – membership, meetings, ensuring release
- Drive implementation of Just Culture through the organization
- Partnering around AI and technology to meet job security and quality care
- Better implementation of existing language
- Train for partnership – management and new employee LMP training and including partnership training in enterprise learning
- Ensure integration into operational planning as provided for in the NA