



In Loving Memory of Andrea Zinder



Andrea Zinder, President of UFCW Local 324, was a fierce advocate for working people.

Her passion, leadership, and unwavering commitment to justice will continue to inspire us.

We honor her legacy by carrying forward the movement she helped strengthen.

ALLIANCE NATIONAL BARGAINING UPDATE

OCTOBER 8, 2025



Session 6 – Alliance Strong: One Voice, One Fight, One Future!

Our National Agreement expired Tuesday, September 30, and we remain far apart on key issues including wage increases, staffing voice, wage equity, and protections around cancellation. Alliance unions are standing firm and determined to win the contract our members and patients deserve.

As a result, on Friday, October 3, five Alliance unions — **OFNHP, UNAC/UHCP, USW Local 7600, UNITE HERE Local 5, and HNHP** — issued **10-day strike notices** to Kaiser Permanente. Unless Kaiser Permanente leaders make substantive movements at the bargaining table, these locals will strike beginning at **7:00 a.m. (local time) Tuesday, October 14**, through **7:00 a.m. (local time) Sunday, October 19**. This is a powerful moment of solidarity and strength across our Alliance.

Meanwhile, bargaining resumes this week in an effort to reach an agreement. Alliance unions will continue to negotiate in good faith to secure a contract that reflects the true value of our members' work. We will also continue to stand united and fight forward with one voice, one future, one fight.

For members who cannot strike and who want to know how to support striking Alliance members, reach out to your local union for guidance. Every action counts, because when we fight, we win!

ECONOMICS

Kaiser Permanente's latest economic proposal continues to fall short. It does not compensate for inflation nor does it acknowledge the working conditions and burnout members are experiencing as a result of the severe staffing crisis in health care. Our members deserve an agreement that truly values their work and KP patients and protects their families and communities.

KP September 10/12 Counter Proposal	Alliance September 9/29 Counter Proposal
10/1/2025: 6.5%	10/1/2025: 12%
10/1/2026: 6.5%	10/1/2026: 5%
8/1/2027: 3%	10/1/2027: 4%
10/1/2027: 2.5%	10/1/2028: 4%
10/1/2028: 3%	

LOCAL BARGAINING

Local bargaining saw some progress, with over 10 local unions reaching agreements. Local bargaining continues this week. **UNAC/UHCP** and **HNHP** continue to negotiate first contracts for newly organized units in Hawaii, NORCAL, AND SOCAL. **UFCW Local 7** reached six tentative agreements in a single day, a strong show of momentum.