



2023 NATIONAL AGREEMENT

RATIFIED BY 98.5%

After the largest healthcare worker strike in US history, we secured a landmark agreement that provides a framework for long-term solutions to the short-staffing crisis.

This victory was delivered by the sheer grit, unwavering dedication, and unbreakable spirit of our Coalition union members. It is a victory well deserved.



COALITION OF
KAISER PERMANENTE
UNIONS

Raises & Bonuses

- 21% ATBs for all regions: 6% year one, 5% year two, 5% year three, and 5% year four (retroactive to Oct 1)
- \$1500 ratification bonus (paid Feb 2024)

Staffing

- Engages all UBTs in joint staffing models, plans, and budgeting by Aug 2025
- Commits to reduce registry/traveler use
- Proactively addresses vacancies
- Restricts outsourcing and subcontracting
- Increases funding for education and career development

PSP

- 2023: minimum payout \$1500 or more if performance goals are met (pro-rated for part-time and paid March 2024)
- 2024: minimum payout \$1200 if performance goals met and up to \$3750 if performance and financial goals met