

Coalition National Bargaining Quick Facts

We are hiring more staff, faster.

- We have hired over 22,000 new Kaiser Permanente employees in 2023 and continue to aggressively recruit more.
- Kaiser Permanente and the Coalition set a joint goal of filling 10,000 Coalition-represented jobs in 2023. To date, KP has filled over 9,700 positions, and we continue recruiting to fill more.
- On average, only 7% of employees left Kaiser Permanente in the last 12 months. For other health care organizations, it was 21.4%.
- People want to work at KP: 96% of those who get a KP job offer accept it.
- And they stay: On average, Coalition-represented employees stay at KP nearly 11 years.

There is no reason to strike. The best place to resolve our differences is at the bargaining table.

- Several unions have given notice for a strike in October. While this step is disappointing, it does not necessarily mean a strike will happen.
- **We have made proposals** that respond to Coalition priorities: **Increasing pay** for Coalition-represented employees, **establishing new, KP-wide Coalition minimum wages, redesigning the Performance Sharing Plan**, and more.
- We respect the rights of Coalition-represented employees to strike — yet with the progress in national bargaining, **why walk away from patients, co-workers, and your pay?**

We take any threat to disrupt care for our members seriously.

- While we hope our employees will reject any union call to walk away from their jobs, we must take any threat to disrupt care for our members seriously.
- We have comprehensive plans in place to ensure that, should any work stoppage occur, our members and patients will have continued access to needed health care services.

Bargaining continued – working through issues together.

- You may hear Coalition union leaders accuse Kaiser Permanente of not bargaining in good faith. This is not true.
- In fact, we have met with the Coalition for 8 scheduled bargaining sessions since April 2023. The last scheduled session took place September 21 and 22 and Kaiser Permanente has remained at the bargaining table late into the evening each day since.
- **We have committed to be available 24/7 to continue bargaining earnestly with the Coalition until we reach an agreement.**