



For us, it's all about our people



Our dedicated employees work hard every day delivering high quality care and service. This includes our compassionate clinicians, nurses, managers, other skilled health care professionals and the staff who work with and support them.

It is also about our **patients, members, and customers**, who we are all here to serve, and who, just as importantly, are counting on us to fulfill our mission to deliver high-quality care and keep health care affordable.

We value and support our nurses.

We respect our nurses and appreciate all they do, every day, to care for our members and patients. They deserve a fair contract that recognizes their value.

Today, our nurses are among the best paid caregivers in the country. In every market, we offer pay and benefits that meet or exceed others.

Our strong staffing leads to quality care.

Union claims about Kaiser Permanente’s quality and staffing don’t reflect the facts. **For more than two decades we have been staffing our Southern California hospitals with more nurses than are required by the state.** Even during big patient surges when our nurse-to-patient staffing ratios may decrease, we are always at or above the state-mandated staffing levels. We also have a system which monitors the level of illness of our patients, and makes sure we are staffing at levels that meet or exceed the level of care they need. All this means that our hospitals are among the best staffed in the state.

Maintaining appropriate staffing and scheduling is essential to our mission of delivering high-quality care, and it shows up clearly in multiple independent quality ratings.

For example, in 2025, Kaiser Permanente hospitals earned A grades at twice the rate of the rest of the nation’s hospitals in the Leapfrog Group’s Hospital Safety Grade program. Similarly, the majority of our hospitals in Southern California have earned Magnet designations from the American Nurses Credentialing Center, a testament to our nursing excellence, including resources, innovation, and patient-centered care.

We would not be able to earn these quality scores and deliver some of the highest quality care in the nation if the union’s claims about staffing were true.

We reward our employees while keeping care affordable.

As an organization that is dedicated to helping people, we’re committed to delivering competitive pay for employees while protecting access to the affordable, quality care our members deserve.



Understanding the facts



UNAC/UHCP is demanding nursing pay hikes of 63%

Our employees represented by United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP) and the Alliance of Health Care Unions already earn, on average, about 16% more than similar roles at other health care organizations, and in some markets, they earn 25% more.

In addition to wages, our UNAC/UHCP-represented employees receive some of the best benefits in health care, including

- A fully paid defined benefit pension for the majority of UNAC/UHCP-represented employees
- A 401k savings program with an employer contribution
- A retiree medical coverage program
- Health insurance with very minimal copay and cost share
- Annual performance sharing program

Our commitment to our nurses shows in our offer, which provides even more in wages and benefits.

Our contract proposal is the strongest compensation package in our national bargaining history and keeps our employees among the best-paid caregivers in the country. The **total pay increase we are offering, including step increases, results in about a 30% increase** over the length of the contract, and that doesn’t count the value of the benefits enhancements we’ve proposed.

UNAC/UHCP’s current demand for wage increases, wage scale adjustments, and step increases for nurses combine to a 63% total pay hike on average over the length of the contract. For example, their demand would take the typical pay of a full-time registered nurse in Southern California from **\$160,861 to \$264,661** by the end of the contract.

This would result in a \$3 billion dollar increase in the annual payroll for Alliance-represented employees by the end of the contract, versus our proposal which would increase payroll by \$2 billion.

UNAC/UHCP’s additional wage demands are unsustainable. They would make health care less affordable for Kaiser Permanente members and customers. And, they would have broad reaching implications for health care costs in every market we serve. Kaiser Permanente is committed to continuing local bargaining with UNAC/UHCP and we are hopeful that UNAC/UHCP will soon be ready to have a realistic conversation about closing these contract negotiations.