

# 2025 Alliance National Bargaining Facts at a Glance

## Our Labor Management Partnership

Founded in 1997, our groundbreaking **Labor Management Partnership** is the largest and longest-running in the U.S. It includes Kaiser Permanente and the **Alliance of Health Care Unions**, which represents 61,000 health care workers.

**The LMP is a model for how management and labor** can leverage the knowledge and commitment of front-line employees to accomplish our shared goals, improve the health of members and communities, and **make Kaiser Permanente a best place to work.**

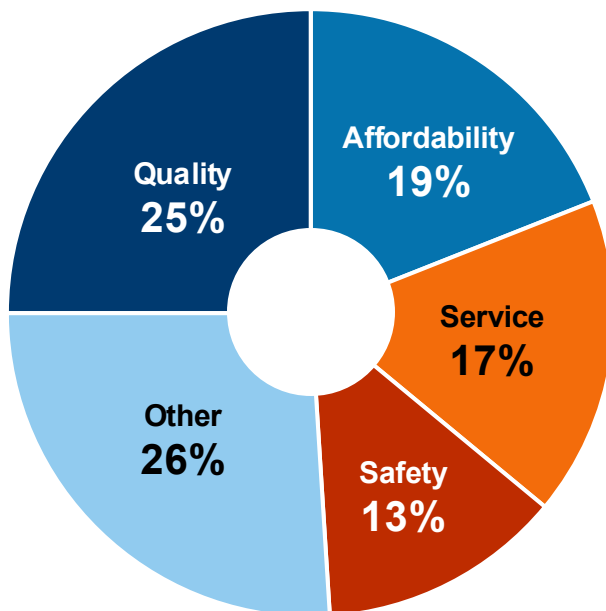
## How we partner



More than **3,800** **unit-based teams** — made up of partnership union workers, managers, and doctors — are

empowered to **innovate, problem solve, and improve performance.** Teams have launched more than **18,000** projects to improve performance since 2024.

## Project focus areas



## Best place to work

Working for the country's **largest mission-driven health care organization** has its rewards.

- More than **90%** of employees say they are **proud** to work at Kaiser Permanente, citing **workplace engagement, opportunity, and satisfaction**, among other reasons.
- In 2024, over **22,000** employees pursued **career coaching, degree programs, skill building, and team trainings** through the Ben Hudnall Memorial Trust. These benefits were negotiated by labor and management.



## High-quality affordable care

In 2023 and 2024, Kaiser Permanente and the Alliance jointly saved more than **\$230 million** by:

- Lowering medication costs
- Providing quality care that minimized hospital stays and emergency room visits
- Reducing health care-associated infections
- Ensuring KP remains competitive in the market



Scan this QR code to learn more about the Labor Management Partnership.

