

# Know the facts about the shift to local bargaining

You deserve your raises and enhanced benefits.  
Our patients deserve our full focus.  
**Local bargaining delivers both.**

On January 21, Kaiser Permanente communicated that all open bargaining issues with the Alliance of Health Care Unions will be addressed at local bargaining tables. Below are some facts to help you understand what this means.

## What this is ...

**An opportunity** to build on the momentum of local bargaining to get you the wage increases and enhanced benefits you've been waiting for.

**A way forward** that allows your unions to reach full tentative agreements and ratify contracts for each of their bargaining units without having to rely on national bargaining.

**The best path** to deliver a comprehensive contract that rewards you for your hard work and dedication, while supporting affordable, high-quality patient care.

## What this is not ...

**It's not a violation of the Labor Management Partnership Agreement.** The LMP Agreement does not require national bargaining and calls on all parties to resolve issues proactively.

**It's not starting over.** We will honor all tentative agreements made at the national table. Agreements made at local tables remain unchanged. Any open topics requiring agreement will be negotiated at the local tables.

**It's not another unnecessary delay.** There has been no significant movement on key economic issues in national bargaining since September. Employees are losing out on the historic 21.5% across-the-board wage increase the longer a contract is not in place.



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