



VICTORY: Tentative Agreement Reached!

After our historic three-day strike, we won a strong new agreement:

- **21% across-the-board raises for ALL regions:** 6% in October 2023; 5% in October 2024; 5% in October 2025; 5% in October 2026 – the largest raise package in the history of the Kaiser Labor/Management Partnership.
- **Renewed outsourcing and subcontracting protections for all classifications, including Revenue Cycle workers.**
- **\$1,500 ratification bonus for all workers.**
- **Increase minimum wage:**
 - CA: June 2024: \$23/hr; June 2025: \$24/hr; June 2026: \$25/hr
 - Regions outside of CA: June 2024: \$21/hr; June 2025: \$22/hr; June 2026: \$23/hr
- Our **2023 PSP**, to be paid out in March 2024, will have a guaranteed minimum of \$1,500 (pro-rated for part time) with potentially more based on goals.
- **PSP payouts** going forward:
 - If Kaiser fails to meet financial goals, members will be paid **\$300 per each labor goal met** (up to \$1,200 for four labor goals).
 - If Kaiser meets financial goals, members will be paid **\$700 per each labor goal met** (total potential payout of \$2,800).
 - If Kaiser **strongly** exceeds financial goals, members will be paid **\$950 per each labor goal met** (total potential payout of \$3,750).
- **Protected healthcare and pension benefits** and improved retiree medical benefits.
- A full menu of initiatives to invest in the workforce and address the short-staffing crisis.
- **Much, much more.**

We won by standing together and taking action. But we won't get it until we vote YES to ratify.

Full package of Tentative Agreements (TA's) and TA Summaries will be available for review at the voting locations. Voting dates, times, and locations will be forthcoming.

COALITION OF
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