

Hawaii Nurses & Healthcare Professionals


March 2025



Alliance – Performance Sharing Plan (PSP)

Some of you may have already seen the PSP in the March 7 paycheck. The 3 local Alliance of Healthcare Unions (Local 5, HNHP, UNAC/UHCP) negotiate the PSP Goals annually in each market. **In 2024, WE delivered for the Hawaii Market.** Our combined efforts led to affordability savings of over \$7 million, more than double the initial goal of \$3.3 million dollars. Of that amount, about \$1.5 million savings was generated through UBT work. Due in part to KP Hawaii not hitting the financial gate, Alliance members in Hawaii will receive bonuses capping out at \$835. Your dedication to making Kaiser Permanente the best place to receive patient care, which includes the work done in UBTs and within the Labor Management Partnership, should reflect the reward. **Your hardwork and dedication shall not go unnoticed.** Our unions are questioning whether the financial gate in this region, important to increasing the bonus, was set at a reasonable level. We also want to know what factors led to a downturn in financial performance over the last few months of 2024, since we were led to believe that we were on track to hit the goal. **We will be fighting to win a fair system in upcoming bargaining.**

» In the event that the Region does not meet its financial gate, the maximum PSP payout will be capped at \$1,000 for eligible full-time status employees. This alternative payout will be paid in proportion to the share of PSP attributed to each goal, based on performance toward each individual goal. (For example, a goal assigned 10% of the overall PSP formula would pay out \$100 if target is met). – Alliance National Agreement



2024 PSP detailed data (available to UBT Sponsors & Co-Leads):

KPHI 2024 Performance Sharing Program (PSP)						Target		
Goal Categories and Details						Threshold	Target	Stretch
PSP Goals (December 2024)								
Affordability - Enabling innovations and efficiencies for total health								
Achieve Market-Wide Cost Savings Equivalent to 1.5% of Alliance 2023 Payroll	2.5.2025	67%	\$3.30M	\$7.055M		Savings Target: \$3.3M		
Attendance - Working as a team to provide exceptional patient care						Threshold	Target	Stretch
Alliance: Unprotected Leave Reduction	1.14.2025	8.25%	9.61	8.61		-4%	-8%	-12%
						9.226	8.841	8.4568
Quality - Quality you can trust						Threshold	Target	Stretch
Blood Pressure Screening HTN - In Person 1st BP	1.10.2025	8.25%	75%	78.00%		77%	79%	81%
Blood Pressure Screening HTN - In Person 2nd BP	1.10.2025		83%	85.00%		85%	87%	89%
Service - Caring for Hawaii's people like family						Threshold	Target	Stretch
Quiet at Night Outcome Measure	1.3.2025	8.25%	79.5	79.5		81.0	83.5	86.0
Ambulatory Service Measure	1.6.2025		923	921.0		925	927	929
Workplace Safety - Safety as the foundation for all we do						Threshold	Target	Stretch
Safe Patient Handling: Equipment Not Utilized	1.8.2025	8.25%	48%	34%		≤ 48%	≤ 43%	≤ 38%
						PYTD Legend		
						Not Met		
						Threshold		
						Target		
						Stretch		

The KP Hawaii Market Regional LMP Council establishes the PSP goals annually. The PSP provides a cash award to recognize the contributions made when targets are met or exceeded. Eligible employees can earn a full or partial PSP payout if the region meets its financial gate. For more information on Hawaii PSP, visit the KP Sharepoint <https://sp-cloud.kp.org/sites/HIPSPGoals>



At the Union Solidarity Rally, HNHP Delegates marched in solidarity with other Alliance Members including our brothers and sisters from UNAC/UHCP and Unite HERE Local 5!!!

HNHP sent a total of 25 members, including officers and several stewards, to the 2025 Alliance Leadership Conference (ALC) which was held from February 21–23 in Los Angeles, CA. Delegates and guests participated in the plenary and many workshops that prepared us to look ahead at building our future together in partnership and in solidarity, for our patients, our communities and ourselves.

Those that have attended previously were able to reconnect with other Alliance leaders and expand on their knowledge base. First-timers were able to experience union solidarity, practical strategies for strengthening our Partnership and tackling key issues in true collaboration.

KP management and HR were also present on Day 1. We heard from Greg Adams, Chair and CEO of Kaiser Foundation Health Plan, Inc. and Hospitals, who also answered several questions from Alliance members on such topics as staffing, wages, equity and diversity. The conference was a huge success in allowing HNHP members to experience the camaraderie with other AHCU members in every region that KP belongs.

Day 2 allowed for union only discussions encompassing plans for bargaining and preparations that have been ongoing for over a year. Obtaining the best contract and ensuring that Kaiser is the Best Place to Work are goals we are working toward and preparing for. HNHP will be rounding throughout bargaining to ensure that everyone stays informed. Keep an eye out for emails, text blasts, and townhalls. One Struggle, One Fight, One Future.

Beck Objector Notice

For members interested, the Beck Objector Notice is now available on our website. This notice provides information regarding the right to object to union dues unrelated to collective bargaining. Please visit our website for details.

Legislative Advocacy: Act Fast, Stay Engaged

HNHP was one of the main drivers behind the Safe Patient Staffing Ratios Bill (HB1244), and we sincerely thank all the nurses who responded and submitted testimony. While the bill was deferred in this legislative session, this is not the end—most bills take three to four sessions to pass. We learned a lot from this process, including how opposition groups framed their arguments.

Now is the time to go back to the drawing board, refine our strategy, and come back stronger next session. Your continued support and engagement will be crucial in pushing this initiative forward. If you are interested in reading the testimony submitted, please visit https://www.capitol.hawaii.gov/sessions/session2025/Testimony/HB1244_TESTIMONY_HLT-LAB_02-05-25_.PDF

Press Conference: Solidarity with Fellow Unions

HNHP recently participated in a press conference alongside other unions to advocate for fair labor practices, safe working conditions, and the rights of healthcare professionals across Hawai'i. Our unity is our strength, and we will continue to work closely with our labor partners to push for meaningful change. A big mahalo to Majority Leader Quinlan for introducing HB1244 and standing with HNHP for the pursuit of safe patient staffing ratios. Here is a [link](#) to a news story of the press conference.



Bargaining Updates: What's Ahead?

Upcoming bargaining sessions at both the local and national levels are approaching.

Key updates include:

- ✅ **Timeframe:** A detailed timeline for negotiations will be shared soon.
- ✅ **Negotiators:** Representatives for all three bargaining units have been confirmed and will advocate for our priorities.
- ✅ **Survey Results:** The results from the local bargaining survey will help shape our strategy. Stay tuned for a detailed report on member concerns and priorities.

Local Bargaining Dates are listed below.

Home Health

- Thursday, March 27, 2025
- Thursday, April 3, 2025
- Thursday, April 10, 2025
- Thursday, April 24, 2025

Respiratory Therapists

- Monday, March 31, 2025
- Monday, April 7, 2025
- Monday, April 14, 2025
- Monday, May 12, 2025
- Friday, May 23, 2025
- Friday, May 30, 2025

RN/NP Hospital & Clinic

- Tuesday, April 8, 2025
- Wednesday, April 16, 2025
- Monday, April 21, 2025
- Friday, May 2, 2025
- Tuesday, May 13, 2025
- Thursday, May 29, 2025

Your participation and support are essential to achieving a fair contract. Reach out to the union if you would like to attend as an observer. Stay engaged, stay informed, and let's stand strong together! 💪