

# KAISER BARGAINING UPDATE – SEPT. 18th

Date: September 18th, 2019  
To: OPEIU Local 2 Kaiser members  
From: OPEIU Local 2 Kaiser National Bargaining Team  
Re: ROUND SIX: 2019 Kaiser National Bargaining

## **STRIKE SET FOR OCT. 14th**

For the first time In the history of our Labor Management Partnership, we are headed for a strike at Kaiser Permanente.

Corporate healthcare Is failing patients and workers--and Kaiser showed why they're the prime example of this failure In our September 16th Bargaining Session, which ended without an agreement. Fourteen days before the expiration of our contract, Kaiser demonstrated It Is not serious about avoiding an unfair labor practice strike. Kaiser continued to demean and disrespect us, our patients, and our families by demanding massive cuts to our jobs, raises, and benefits.

To stop Kaiser's unfair labor practices and to protect our futures from these attacks, the Coalition Bargaining Team authorized a seven-day strike starting on October 14th--with the full commitment of our entire 83,000-member Union Coalition, **contingent on all the OPEIU votes ending this week.**

### **KAISER'S PROPOSAL: YOU'RE NOT WORTH IT**

- **Wages:** Kaiser told us It would only agree to 3% wage Increases If we accept Insultingly low raises for Kaiser workers outside of California and 15% wage cuts for new hires, which Is the first step to slashing wage rates for everyone.
- **Jobs:** Kaiser refused to agree to stop the outsourcing that Is wreaking havoc on our families and wants free rein to keep outsourcing our jobs to for-profit corporations that hire less-experienced workers.
- **Benefits:** Kaiser wants us to Increase all of our co-pays by 400%, reduce time off for new hires, gut retiree medical by eliminating subsidies to health savings accounts, and Is proposing the complete elimination of the pension plan for new hires--the first step to eliminating pensions for everyone.

Kaiser executives delivered these proposals demanding cuts from us, even as they made record profits of **\$5.2 billion** In just the first six months of this year, have **\$37 billion** In reserves, pay the CEO **\$16 million** a year, and pay dozens of executives over **\$1 million** a year.

### **OUR RESPONSE: WE WILL STRIKE TO SAVE KAISER**

Our bargaining team listened In disbelief as Kaiser made their proposals--and we realized that going on strike Is likely the only way to stop Kaiser's unfair labor practices and them back on track as a leader for the good, middle-class jobs and quality care that our families and patients count on. We demand that any contract Includes:

- Raises that reflect our huge contributions to Kaiser's record profits,
- No cuts to any benefits,
- No more outsourcing of our jobs,
- No selling out of future Kaiser workers by paying them lower wage rates or eliminating pension plans,
- Investment In the workforce of the future.

It's now up to OPEIU to show the rest of the Coalition that we're striking with them. We have one day left to vote. If you have not yet voted, PLEASE check the schedule on our website and Facebook page to make sure you can get to one of the voting facilities Friday, Sept. 20!

In Unity,  
Your 2019 Kaiser National Bargaining Team

## AT A GLANCE

**Next Bargaining Session**  
September 23-24 – the last scheduled session

**Get Ready to Strike!**  
Our 7-day strike would run from Oct. 14-20

More details about the strike will come out as the weeks get closer...

### **2019 Bargaining Priorities**

Re-establish a strong Partnership

Balance automation with compassionate care

Win strong raises and protect all our benefits, including healthcare and retirement

Invest in building the workforce of the future and stop outsourcing our jobs

### **REMEMBER TO VOTE!**

Friday, Sept. 20 is the last day to vote. Get out to the polls—we can do it!

The vote tallies will not be counted before the strike vote is over.



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