

## SETTING THE RECORD STRAIGHT

In March of 2018, three-hundred-and-fifty representatives from the Coalition of Kaiser Permanente Unions (CKPU) came from all over the country to bargain. On opening day, the unions now known as the Alliance sent a letter stating that they were not attending and had dropped out of the Coalition. While the majority of the union members (85,000 strong) still requested to pursue bargaining, Kaiser Permanente determined they would not come to the bargaining table without the other unions present and needed some time to regroup.

Kaiser Permanente then “preconditioned” a return to the bargaining table by demanding that a new partnership agreement be signed. One that waived your rights under the National Labor Relations Board (NLRB) and granted the right for management and the Alliance to vote any union out of the Partnership. The Alliance signed this document. The CKPU refused to waive any of our memberships’ rights; or cede the power to management or another union to determine our memberships’ ability to participate.

Charges were filed at the NLRB and a complaint was issued against Kaiser Permanente. The NLRB charged Kaiser Permanente with bargaining in bad faith. Unfortunately, this was only the beginning of Kaiser’s illegal actions. It is also the basis of the Unfair Labor Practice Strike; with additional charges having been filed both nationally and in the MAS region. [Currently, the hearing date for the National ULPs is set for November, we are still in the affidavit process regionally].

It is not my job to understand why the Alliance accepted their contract terms. However, at a time during the largest unprecedented wealth in Kaiser Permanente’s history, it confounds me why anyone would think our members should accept the lowest wage increases in the history of the Coalition and call it a fair deal.

Kaiser Permanente has made more money in the first 6 months of this year than in any full year in the history of the company – 5.2 billion dollars. Mid-Atlantic States (MAS) has already made 70 million dollars during the first two quarters even though they lost members.

Local 2 and the Coalition are not responsible for what other unions have accepted. We are here to bargain on behalf of our membership - not follow others. And you better believe that KP chose not to come to the table with the Coalition first for a reason.

As a leader of the Coalition and OPEIU, Local 2 – I firmly believe that the wealth of Kaiser Permanent is generated from the work of union members’ hands and hearts. Our membership deserves equity with their brothers and sisters. To paraphrase Cool Hand Luke “Calling something fair – doesn’t make it fair – boss”.

Fair is when our membership can afford to live in the communities they serve. Fair is when we all have the same pension factor to calculate our retirement. Fair is when we all have the same retiree health benefit. Fair is when we have a functioning partnership. Fair is when we are properly staffed. And finally, fair is pay equity - not when Kaiser says they want to pay “above” market value; what Kaiser Permanente really means is that they want to pay you enough to keep coming to the job. That is not fair, that is corporate-lingo for “below the value our membership brings to the table”.

So please get out and vote. Make your voices heard. Send your Union to the table UNION STRONG!