

The Problems with Kaiser's Divisive and Disrespectful Bargaining Proposals

Kaiser Permanente management's approach to contract negotiations has been **chaotic, disrespectful, and unlawful**. KP illegally walked out of our negotiations over a year ago and only returned when the National Labor Relations Board filed charges against them. Despite repeated requests, **they have refused to provide critical information** they are legally required to give us. Instead of formal proposals, they have **scribbled different "options" on easel paper**.

Those "options" have been confusing and are unacceptable. **They seek to divide workers, drive up our healthcare costs, put our jobs and our patients at risk, and do not reflect Kaiser's unprecedented financial success.**

1. Kaiser's divisive proposals seek to pit us against each other and weaken our power:

- ✘ All of Kaiser's proposals come with strings attached that slash pay and retirement benefits for new hires – as a first step towards slashing it for ALL of us.
- ✘ Kaiser wants to divide our coalition of union workers by offering workers in other states much lower raises than us in California – some as low as 1%! Those workers have stood with us for more than 20 years and we cannot abandon them. What happened to "One KP"?
- ✘ Kaiser is offering us \$500 less in yearly retiree medical contributions than what they give managers and other employees.

Our message to Kaiser: We will not allow you to come after our coworkers in other states or the next generation of Kaiser employees – a first step toward coming after us. We demand equity and fairness.

2. Kaiser's proposals neglect the role we play in its unprecedented financial success:

- ✘ Kaiser wants us to accept raises lower than our last contract, despite record profits – \$3.2 billion in just the first three months of this year! **It makes no sense.**
- ✘ Kaiser only wants to give us a fair raise if we agree to destabilize our pensions, pay more for healthcare, and slash pay for future workers. They say they need to do that to keep costs down, even though **they're spending \$900 million on a new headquarters, \$295 million on a scheme to sponsor a sports arena, and \$16 million a year on the CEO's compensation.**

Our message to Kaiser: We deserve a reasonable raise over the next five years – 4%, 3%, 3%, 4%, 4%. **There is no justification to cut our benefits or future pay rates.**

3. Kaiser's proposals put our jobs at risk:

- ✘ Kaiser has been pushing to outsource the jobs of gardeners, pharmacy warehouse workers, LVNs, and parking attendants to companies that pay less and offer lousy benefits. This has created extreme anxiety for workers throughout the company. Yet Kaiser executives are **refusing to agree to even a temporary pause in outsourcing** during our next contract.
- ✘ Kaiser will not agree to protect our jobs from automation.

Our message to Kaiser: We need **REAL** job security.

4. Kaiser's proposals put our patients at risk:

- ✘ Kaiser has a **dangerous proposal** that eliminates management's responsibility to ensure we receive the rest and meal breaks we need to be the best we can for our patients.
- ✘ Kaiser has not agreed to any changes to improve staffing for safe patient care.

Our message to Kaiser: Do not undercut our rest breaks! *Safe patient care must be a priority reflected in our agreement.*

Our Pathway Forward: Vote YES to Strike

Kaiser's refusal to bargain in good faith and its disrespectful proposals are meant to divide us. KP has made it clear they no longer care if we or our patients thrive, and it's up to us to tell them:

“We are 85,000 Kaiser workers — and we are demanding that Kaiser bargain in good faith, and uniting to protect our jobs, our coworkers, and our patients.”

Vote YES to authorize our National Bargaining Team to call an unfair labor practice strike if Kaiser doesn't change course.

The date and locations of the strike vote are TBD—we'll notify you well in advance.

Keep up with all the latest action in our fight for a strong contract by visiting the sites below.

Website: <http://www.opeiu-local2.org/kaiser-permanente-union-members.html>

Facebook: <https://www.facebook.com/OPEIULocal2/>

Twitter: <https://twitter.com/OPEIULocal2>

