

80,000 Union Members Vote to Strike in October Due to Inadequate National Contract

While we stand in full solidarity with our colleagues if they need to strike, our contract's no strike clause is not open until October 31

Union members from California, Oregon and Southwest Washington, Colorado, and the Mid-Atlantic region are preparing to walk out unless Kaiser national and regional management addresses subcontracting out union members' work, inadequate wage proposals, and takeaways to the pension and retiree medical.

Kaiser must recognize our national priorities

Kaiser made an unprecedented \$5 billion in net income in the first six months of this year. Instead of investing that back into frontline caregivers, KP is prioritizing spending millions on naming rights for sports stadiums and \$900 million on new offices for management in Oakland.

Rather than working together with its partner unions, Kaiser senior management is using every tactic to try and convince union members that Kaiser's proposals are righteous. But 85,000 union members will not be fooled or taken advantage of. There is still plenty of time for KP national management to bargain in good faith and reach a fair contract before an October strike deadline.

Our bargaining priorities will mean more success and collaboration at Kaiser

While Kaiser is trying to weaken the power of the unions nationally, our local bargaining is proceeding. We have made progress but there are still some key issues that must be addressed. We need a local contract agreement that provides a pathway forward for retention and respect for all of us here in Washington.

Kaiser's purchase of Group Health brought with it an incredible opportunity to grow this health plan and delivery system and ensure its success. But that will require respecting our expertise in improving patient care. Only by working together can we develop new approaches to multifaceted problems like the high turnover and untenable workload of mental health therapists, and work together in unit-based teams to improve quality and access for Kaiser patients.

We've united 2900 strong across every worksite with buttons, stickers, petitions, purple unity days, and personal messages to our administrators. We know from our experience leafleting at the Kaiser sponsored Storm game that thousands of our community members and patients stand ready to support us.

Our Next Steps

Since our Kaiser Permanente/SEIU Healthcare 1199NW contract does not expire until Oct. 31, while we are part of the national bargaining, our "no strike" clause is not open yet.

- ✓ **National bargaining, Los Angeles:**
September 16, 23, and 24
- ✓ **Local bargaining:**
September 17, 27, and bargaining subcommittees

Our national bargaining priorities:

- Becoming a full national partner with full inclusion in the National Agreement, including no subcontracting of our work
- Retiree medical benefit
- Pension parity
- Safe staffing
- Comparable raises

Our local bargaining priorities:

- Adequate raises for jobs that are especially behind—ARNPS, LPNs, Custodians, and all SWEA members
- No mandatory every-weekend work that is a hardship for our families
- Contractual protections and robust labor-management processes regarding scheduling, workload, and staffing.



"We're standing with our union family across the country, and calling on KP management to reach agreements locally and nationally that are fair for all of us. We are ready to partner for the success of Kaiser here in WA and to start collaborating on the national agreement processes."

LeNae Jackson, MA, Olympia

Kaiser Senior National Management:

Don't be short-sighted. Settle a fair contract. Know that we stand in solidarity with our union family throughout the United States!