

July 15, 2019

OPEIU LOCAL 29 MEMBERS:

The Problems with Kaiser's Divisive and Disrespectful Bargaining Proposals

Kaiser management's approach to negotiating with our Coalition of Kaiser Permanente Unions has been chaotic, disrespectful and unlawful. KP illegally walked out of our negotiations over a year ago and only returned when they were indicted by the National Labor Relations Board. Despite repeated requests, they have refused to provide critical information. Instead of formal proposals, they have outlined different "options" on easel paper.

While these various "options" have been confusing, they are all uniformly unacceptable as they **seek to divide workers, do not reflect Kaiser's unprecedented financial success, do not protect our jobs and put our patients at risk.**

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

- ✘ Kaiser wants to divide our Coalition by offering our partners in other states much lower raises than us in California – some as low as 1%! Those workers have stood with us and we cannot abandon them! What happened to one KP?
- ✘ 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 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 sell out our co-workers in other states or the next generation of Kaiser employees. 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 three months! How does that make sense?
- ✘ Kaiser will only 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 while they spend \$900 million on a new headquarters, \$295 million on a publicity scheme to sponsor a sports arena, and \$16 million a year on the CEO's salary.

Our message to Kaiser:

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

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

- ✘ Kaiser's efforts to outsource gardeners, pharmacy warehouse workers, LVNs, and parking attendants have 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 our jobs to be protected from outsourcing and automation.

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 your job when it comes to giving us our breaks! *Safe, patient care must be a priority reflected in our agreement.*

Our Pathway Forward: Vote YES to Strike

Kaiser's divisive and disrespectful proposals make it clear: KP has lost its way and it's up to us to get them back on track.

Vote YES to authorize our national bargaining team to call an unfair labor practice strike if Kaiser doesn't change course.

OPEIU Local 29, Local 30, Local 50, Local 2 and Local 8 national bargaining teams have all signed a strike authorization resolution. Please plan to attend the OPEIU 29 General Membership Meeting this week Wednesday, July 17, 2019 6:30 pm. Your OPEIU 29 Contract Action Team will be contacting you to sign the strike authorization pledge.

**General Membership Meeting Location:
Sheet Metal Workers 104 Hall
1720 Marina Blvd. San Leandro CA 94578**

TR/Im(KaiserNegotiations/KaiserDivisiveAndDisrespectfulProposals071519)/cwa:9415/af-cio