

**COALITION OF  
KAISER PERMANENTE  
UNIONS**

August 12, 2019

Dennis Dabney  
SVP, National Labor Relations & OLMP  
Kaiser Foundation Health Plan  
One Kaiser Plaza, 24L  
Oakland, CA 94612

Dear Dennis,

I am in receipt of your letter dated August 9<sup>th</sup> regarding your desire to schedule a meeting with the Economic Subgroup.

Given that workers across the Coalition have begun voting to authorize a national unfair labor practices strike; and given that Kaiser is still refusing to provide the Coalition with financial information we are legally entitled to; and given that Kaiser chose last week to distribute a so-called “proposal” to the press that had not been provided to any CKPU work group or committee in these negotiations, we feel it is appropriate to convene the Common Issues Committee (CIC) of the CKPU to continue the negotiations.

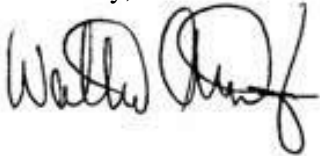
Of course, the management team is free to bring whomever you choose, just as the labor team decides who will speak for us in these negotiations.

For our part in the CKPU, decisions are ultimately made by rank and file union members. And, rank and file union members have elected their representatives for the current negotiations with Kaiser; those representatives are the individuals who comprise the CIC. If your intention is to have serious discussions and genuine negotiations there should be no problem at all with meeting with the full, democratically elected representatives of the 85,000 members who make up the CKPU.

To be clear, we are prepared to meet with the KP management team, on a mutually agreeable date, either the week of August 19 or August 26. However, we will not accept preconditions to hold negotiations regarding the composition of our team. If you continue to demand negotiations in which you define who will compose the CKPU team, we will file additional bad faith bargaining charges with the National Labor Relations Board.

Please contact me at your convenience to schedule a mutually agreeable date.

Sincerely,



Walter Allen, Jr.  
Interim Executive Director