

# Problems with Kaiser's Divisive & 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 pit 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!**
- ✘ All of Kaiser's proposals come with strings attached that slash pay (as much as 15%) and retirement benefits (401(k) style plans, not Pension) 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!
- ✘ 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 are deplorable and unnecessary. 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:**

*Safe patient care must be a priority reflected in our agreement. We must address critical short staffing problems and ensure reasonable workloads.*

**5. Locally, Kaiser's proposals make things even worse**

- ✘ Kaiser proposals to reduce access to Overtime Pay will only worsen staffing problems in our Labs
- ✘ Kaiser wants to take away our right to support and show solidarity with other unions by sympathy striking.

**Our message to Kaiser:**

*We will not let you water down the power of 85,000 union members standing together and what we have achieved in the last 20 years of Partnership.*

## **Our Pathway Forward: Prepare to Vote YES to Authorize a Sympathy Strike, If Needed**

With no more bargaining dates scheduled for national or local bargaining, many union members are preparing to take further action, up to and including striking because of Kaiser's Unfair Labor Practices (ULPs). ULPs are charges filed with the National Labor Relations Board when a labor law is violated.

Should a strike be called for by another union while ESC Local 20's contract is still in effect, our contract allows us to support another union's strike in sympathy. Sympathy striking, like other strikes, means strikers withhold their labor and do not get paid, do not go inside the workplace, and walk a picket line all day instead of working.

Any strike of ESC Local 20 members— *sympathy, ULP, economic, or otherwise*— must be authorized by a majority vote of each unit and the vote itself approved by the ESC Local 20 elected Executive Board.

SEIU-UHW members are voting right now to authorize their National Bargaining Team to call an unfair labor practice strike if Kaiser doesn't change course, which could happen as soon as early October.

ESC Local 20 members will soon be asked to vote to authorize a sympathy strike, if needed, to support another Kaiser union's strike. Strike votes will be scheduled at all locations.

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.

**Sign the Pledge to Vote “YES” to sympathy strike, if necessary, and  
join a historic movement of 85,000 union members across the  
Nation.**

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of California**  
Local 20 IFPTE

