

# KAISER BARGAINING UPDATE – SEPT. 16

Date: September 16, 2019

To: SEIU-UHW Kaiser members

From: SEIU-UHW Kaiser National Bargaining Team

Re: **ROUND SIX: 2019 Kaiser National Bargaining**

## **STRIKE SET FOR OCT. 14**

**For the first time in the history of our Labor Management Partnership, we are headed for a strike at Kaiser Permanente.**

**Corporate healthcare is failing patients and workers — and Kaiser showed why they're the prime example of this failure in our September 16 bargaining session**, which ended without an agreement. Fourteen days before the expiration of our contract, Kaiser demonstrated it is not serious about avoiding an unfair labor practices strike. Kaiser continued to demean and disrespect us, our patients, and our families by demanding massive cuts to our jobs, raises, and benefits.

To stop Kaiser's unfair labor practices and to protect our futures from these attacks, **our Bargaining Team authorized a seven-day strike starting on October 14** — with the full commitment of our entire 83,000-member Union Coalition and backed by a 98% yes vote of SEIU-UHW members statewide.

### **KAISER'S PROPOSAL: YOU'RE NOT WORTH IT**

- **Wages:** Kaiser told us it would only agree to 3% wage increases if we accept insultingly low raises for Kaiser workers outside of California and a **15%** wage cuts for new hires, which is the first step to slashing wage rates for everyone.
- **Jobs:** Kaiser refused to agree to stop the outsourcing that is wreaking havoc on our families and wants free rein to keep outsourcing our jobs to for-profit corporations that hire less-experienced workers.
- **Benefits:** Kaiser wants us to increase all of our co-pays by 400%, reduce time off for new hires, gut retiree medical by eliminating subsidies to health savings accounts, and is proposing the complete elimination of the pension plan for new hires — the first step to eliminating pensions for everyone.

Kaiser executives delivered these proposals demanding cuts from us, even as they made record profits of **\$5.2 billion** in just the first six months of this year, have **\$37 billion** in reserves, pay the CEO **\$16 million** a year, and pay dozens of executives **over \$1 million** a year.

### **OUR RESPONSE: WE WILL STRIKE TO SAVE KAISER**

Our bargaining team listened in disbelief as Kaiser made their proposals — and we realized that going on strike is likely the only way to stop Kaiser's unfair labor practices and get them back on track as a leader in the good, middle-class jobs and quality care that our families and patients count on.

We demand that any new contract includes:

- Raises that reflect our huge contribution to Kaiser's record profits.
- No cuts to any benefits.
- No more outsourcing of our jobs.
- No selling out of future Kaiser workers by paying them lower wage rates or eliminating pension plans.
- Investment in the workforce of the future.

**Immediately after the session ended, every union in our coalition put its full commitment behind a seven-day strike starting on October 14.**

**We have one bargaining session left on September 23-24. Unless Kaiser executives come to their senses, WE'RE GOING ON STRIKE.**

In unity,  
**YOUR 2019 KAISER NATIONAL BARGAINING TEAM**

## AT A GLANCE

**Next Bargaining Session  
SEPTEMBER 23-24 —  
last scheduled session**

### **Get Ready to Strike!**

Our 7-day strike would run from Oct. 14 through Oct. 20.

Sign up for your strike picket shifts with your UHW leader right away.

Show up on time for your picket shift every single day of the strike — bring loved ones and wear your work uniform!

Get Strike Fact Sheet from your UHW leader to learn more.

### **2019 Contract Bargaining Priorities**

Re-establish a strong Partnership

Balance automation with compassionate care

Win strong raises and protect all our benefits, including healthcare and retirement

Invest in building the workforce of the future and stop outsourcing of our jobs

**Keep up with all the latest action in our fight for a strong contract:**

**[www.seiu-uhw.org/Kaiser](http://www.seiu-uhw.org/Kaiser)**



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