

Over 80,000 Kaiser Permanente workers are preparing to strike when their local Collective Bargaining Agreements expire this Fall. OPEIU Local 8 cannot go on strike because our local contract doesn't expire until March 31, 2021. We will support our fellow KP brothers and sisters in other ways so we can reach a fair National Agreement for all!

Questions & Answers on Why KP Unions are Preparing to Strike:

1. Why are they voting to go on strike?

First, because Kaiser refuses to bargain in good faith and continues to engage in unfair labor practices (ULPs). Corporate healthcare is making America sick, and Kaiser, a non-profit healthcare corporation, is a prime example. Kaiser has abandoned its mission to serve communities in favor of earning massive profits and enriching top executives. While those executives and the corporation's bank account thrive, Kaiser is raising prices for patients, undermining quality healthcare, refusing to bargain in good faith and attacking the frontline healthcare workers who have made it successful.

We reject what Kaiser has become. Our fight is for quality healthcare and the good, middle-class jobs America needs. It's time for Kaiser to get back on track and join us.

2. How many workers would be affected by this strike?

This unfair labor practice strike would affect more than 80,000 nationwide, including over 2,000 SEIU 1199/NW members here in Washington. It will be the largest strike in America in more than two decades.

3. How is Kaiser losing its way?

Kaiser has departed from its non-profit mission and acts more like a typical for-profit corporation:

- **Profits:** Kaiser made more than \$3 billion in profits during the first quarter of 2019, bringing its profits to more than \$9 billion over the last couple of years. The company sits on \$35 billion in reserves. Does \$9 billion in profits and massive reserves sound like a non-profit company?
- **Executive pay:** Kaiser gave its CEO a \$6 million raise to \$16 million a year and pays at least 36 executives a million dollars or more a year. What kind of non-profit pays such outrageous salaries?
- **Care for low-income patients:** Kaiser provides very little care to Medicaid patients, far less than other non-profit health systems, even though it gets massive tax breaks in exchange for supposedly working in the public interest. Kaiser is failing to live up to its obligations to our communities.
- **Financial transparency:** Kaiser lacks transparency and operates in the shadows. It is exempt from many of the financial reporting requirements of other hospitals and health systems. Operating secretly allows Kaiser to avoid the kind of scrutiny consumers, employers, unions and regulators need to protect themselves and the public.
- **Turning its back on workers:** Kaiser has worked to destroy what had been the most successful and largest worker-management partnership in the country that was a source of innovation and problem-solving for many years. It has refused to bargain in good faith and has committed several unfair labor practices (ULPs).
- **Destroying good jobs.** Kaiser is actively destroying good jobs by outsourcing them to companies that pay low wages with few benefits and, wants to limit the wages and cut the benefits of its frontline healthcare employees. How does destroying the good jobs our community needs make our community thrive?

4. What issues are holding up an agreement?

We reject what Kaiser has become. Our fight is for quality healthcare and the good, middle-class jobs America needs. It's time for Kaiser to get back on track and join us.

There are four things we demand of Kaiser:

- 1) Restore a true worker-management partnership.
- 2) Ensure safe staffing and compassionate use of technology.
- 3) Build the workforce of the future to deal with major projected shortages of licensed and accredited staff in the coming years.
- 4) Protect middle-class jobs with wages and benefits that can support families.

5. Isn't this really just about wages and benefits?

Wage and benefits are part of any contract negotiation, but our biggest concerns are the overall future of the Kaiser workforce and patient care and safety.

6. Do you have any bargaining sessions scheduled with Kaiser?

No, not at this time.

7. When does your contract expire?

Our contracts began expiring last year and Kaiser delayed bargaining until April 2019. When contract talks stalled on July 11, workers began planning for a strike.

8. When will your strike start?

The strike would begin in early October in most parts of the country except Washington State. SEIU 1199/NW's local contract expires at the end of October 2019.

9. What will happen to patients while you're out on strike? Don't you have a responsibility to take care of them?

Striking is the last thing we ever want, but Kaiser is leaving us no choice. It will be gut-wrenching to be away from our patients, but we believe the only way we can ensure our patients get the best quality care – the only way we can truly work for a healthy America – is to take this step if Kaiser won't do the right thing. It will be up to Kaiser to make arrangements to ensure patients are cared for during the strike.

Our goal is to get Kaiser back on track as the best place to work and get care. But there is no reason for Kaiser to let a strike happen when it has the resources and ability to invest in patients, communities and workers.

10. What is an "Unfair Labor Practice strike?"

It means that Kaiser violated the federal laws in place to protect workers. Among others, Kaiser has failed to bargain in good faith, and in an unfair labor practice strike we can strike without fear of losing our jobs. The corporation held up bargaining for 12 months because it wanted to muzzle workers from speaking out about patient care concerns. In response, we filed an unfair labor practice charge for the corporation's failure to bargain in good faith and the National Labor Relations Board issued a complaint against Kaiser last December. The case will be heard by an administrative court judge on August 21.

***Additional questions? Please contact OPEIU Local 8
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Side-by-Side Comparison of Proposals

Coalition of Kaiser Permanente Unions (CKPU) & Kaiser Permanente (as of 7/26/19)

	UNION (CKPU) PROPOSAL	KAISER PERMANENTE'S NEW POSITION
DURATION	5-year agreement.	4-year agreement.
PROHIBITION ON OUTSOURCING	Yes. 5-year prohibition on all outsourcing our jobs.	No protections against outsourcing our jobs.
PROTECTION OF JOBS FROM AUTOMATION	Yes.	No protections against job loss due to automation.
RAISES	4%, 3%, 3%, 4%, 4%. Equity across all regions of CKPU. No pay cut for new hires.	CA: 3%, 3%, 3%, 3%. Regions Outside CA: 1-2%. Raises only if we accept a 15% pay cut for new hires.
HEALTH INSURANCE CO-PAYS	Maintains current \$5 co-pays for office visits and prescriptions.	Double in-person prescriptions to \$10; increase to \$20 if we fail to reach KP's unrealistic goal of 80% mail order.
LOWER WAGES & BENEFITS FOR NEW HIRES	No! Current & future workers treated equally. No two tiers.	Yes. 15% pay cut, cuts to retiree medical for new hires. Divisive two-tier system for workers.
RETIREE MEDICAL HEALTH SAVINGS ACCOUNT (HSA)	Equity with managers and other KP workers: \$2,500 per year of service.	CA: 20% less than managers and other KP workers: \$2,000 per year of service.
THE NATIONAL AGREEMENT AND KP/WA	Apply all terms and conditions of the National Agreement to all current and future KP/WA bargaining unit employees.	OPEIU Local 8 and SEIU 1199/NW receive only certain benefits of the National Agreement – including marginal retiree medical provisions.

What KP's position means:

Total disregard of the hardship KP's recent outsourcing has caused; wants to continue outsourcing and cutting jobs however it sees fit.

Despite record success, KP wants raises LOWER than the last Agreement AND to lower our wages overall, undercutting new hires first.

Would put us on a downward slide toward higher co-pays, starting with an increase in co-pays for prescriptions.

Divide-and-conquer strategy to lower our wages overall: Undercuts new hires, then comes after everyone else.

With no justification, provides better HSA for KP managers and others.

Even while KP gave its CEO a 60% raise to \$16 million and paid dozens of execs \$1+ million, it wants major takeaways and refuses to treat front-line workers equally or fairly.