

THURSDAY, NOVEMBER 4, 2021

NATIONAL BARGAINING UPDATE

Strike Notice: 32,000 Alliance members in SoCal and Northwest have announced they will strike starting November 15



Today, three of the Alliance’s largest unions – UNAC/UHCP, USW Local 7600, and OFNHP – have announced that they will strike starting November 15 unless negotiations improve. Collectively, the three unions represent 32,000 Kaiser Permanente workers in CA, OR, and WA. An additional 8,000 Alliance members have taken strike votes and may issue a strike notice shortly.

KP’s new coercive proposal doubles down on two-tier, asking workers to sell out future colleagues for a 2% one-time bonus

In light of historic labor shortages and half of a million health care workers leaving the profession, and the sacrifices of the past 20 months, KP doubled down on a two-tier proposal to reduce wages for future hires - worsening the staffing crisis and harming patient care.

On November 2, 2021, KP made a new economic proposal for a four-year national contract.

TOPIC	ALLIANCE PROPOSAL	KAISER PERMANENTE PROPOSAL
ACROSS-THE-BOARD WAGE INCREASES 	4% October 1, 2021 (all regions)	2% October 1, 2021 + 2% bonus
	4% October 1, 2022 (all regions)	2% October 1, 2022 + 2% bonus
	4% October 1, 2023 (all regions)	2% October 1, 2023 + 2% bonus if only two-tier wage scale agreed to and implemented by July 31, 2023
		2% October 1, 2024 + 2% bonus if only two-tier wage scale agreed to and implemented by July

KP’s new two-tier proposal -- Agree to pay new hires below the market median OR KP will unilaterally reduce wages by 15% for all future hires by 2024.

KP's proposal ties a 2% lump-sum bonus for the third and fourth year to a two-tier wage scale - attempting to twist the arm of health care heroes to sell out their future colleagues. Under KP's new proposal, if union members don't agree to a two-tier wage proposal that reduces the top of the wage scale to no more than 10% "above the market median" in 2023, KP will unilaterally reduce the current wage rate by 15% for ALL jobs for future hires. It's a "heads we win, tails you lose" proposition. This would ensure that KP starting rates are below the market median, and that even top rates would be just slightly above the median. And KP has been considering all kinds of inappropriate comparisons in determining the "market" including rehab nursing homes, small rural hospitals, non-union employers, etc.

KP Offers An Insulting 2% ATB Wage Increase

At a time when other healthcare systems are [offering represented workers historic across-the-board wage increases](#), Kaiser Permanente execs are only offering 2% ATB's. While this is an increase from KP's prior 1% proposal, it remains unacceptable. While Kaiser competitors are making offers to improve recruitment and patient care that are based on our current reality, KP's 2% ATB still falls far short and will only make it more difficult to recruit talented staff and provide the relief that current healthcare workers desperately need.

KP still refuses to resolve Alliance interests on wage justice, staffing, local bargaining, and other important issues.

We are starting our seventh month of National Bargaining and KP execs have still not satisfactorily addressed our proposals on wage justice, staffing, student loan assistance, active medical insurance in several regions, first contracts, local bargaining, and other concerns.

Alliance Negotiators Completely Rejected KP's New Economic Proposal

At a time when we should be working together, Kaiser Permanente has recklessly made a proposal that will worsen staffing conditions. We will continue to bargain to improve patient access, provide adequate staffing for patient needs, save money by increasing advanced practice providers, implementing virtual care for patients who prefer it, and more.

2 WAYS YOU CAN TAKE ACTION

UNION SOLIDARITY TUESDAYS

Every Tuesday, wear your union gear to work until we win a fair contract. (*Mondays if you're in Colorado*). Take a photo wearing your union gear and post it on social media with the hashtag #BestJobsBestCare. Remember to tag KP @KPThrive and your local union.

SIGN & SHARE THE PETITION

Tell KP to invest in patient care and health care workers. Scan the QR code to sign the petition. After you sign it, share it co-workers and friends on social media. <https://qrco.de/AlliancePetition>



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