

COALITION LEADERS SHARPEN SKILLS, PREPARE FOR 2023 BARGAINING AT UNION DELEGATE CONFERENCE

On August 13-14, more than 200 union members nationwide gathered virtually for the annual Union Delegates Conference (UDC). Member leaders walked away empowered and mobilized, armed with strategies and tools to advance our Coalition unions' interests and address critical issues.

With 2023 National Bargaining on the horizon, delegates also discussed what's at stake in our Partnership and built support around Coalition priorities.



Watch the video of the Organizers' Roundtable at unioncoalition.org

Alliance Bargaining Provides Sneak Peek at Kaiser's Agenda for Workers: Shortchange Future Workers, Undermine Current Workers' Wages and Benefits, and Abandon Its Position as Industry Leader.

A STATEMENT FROM THE COALITION OF KAISER PERMANENTE UNIONS

The Coalition of Kaiser Permanente Unions stands adamantly against any form of two-tier wages or benefits at Kaiser. Creating a lower wage and benefit structure divides the workforce and undercuts future workers. As unionists, we believe in equal pay for equal work and will fight against the creation of a second class of workers at Kaiser.

We stand with Alliance leaders and members as they reject Kaiser's two-tier proposal. We call on Kaiser to proudly maintain its position as an industry leader in wages and benefits and stop its attempts at a divisive two-tier system.

In the face of another COVID-19 surge and a national shortage of healthcare workers, Kaiser's efforts to cut wages and benefits are irresponsible, risk patient care, and jeopardize the safety of our communities. Furthermore, after making \$2.2 billion in operating profit last year, Kaiser's proposal is simply unnecessary.

Kaiser needs to respect and honor its frontline caregivers and staff with a contract that invests in patient care and those who provide it—not push cuts on to exhausted heroes who have been saving lives and risking their own throughout this pandemic.

ALLIANCE BARGAINING: FAST FACTS

The Alliance and KP have been bargaining for three months.

KP put forth a "Two-Tier" proposal which would dramatically cut wages, reduce PSP bonuses, and eliminate of Defined Contribution benefit for new hires.

While other healthcare employers are raising standards to do everything they can to attract and keep staff in the face of another surge and a nationwide healthcare staffing shortage, KP is pushing cuts.

KP made \$2.2. Billion in in operating profits last year.

Instead of fully focusing on addressing the pandemic and supporting healthcare workers, KP is pulling one of the oldest union-busting tactics in the book and, once again, turning away from Partnership.

THE COALITION FOUGHT BACK THIS ATTACK IN 2018, WE SUPPORT THE ALLIANCE'S EFFORTS TO FIGHT IT BACK AGAIN TODAY, AND WE ARE READY TO FIGHT THIS ATTACK WHENEVER IT COMES TO OUR DOOR.



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