

SENT VIA EMAIL

May 20, 2022

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CEO of Kaiser Permanente

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CEO and Executive Director, The Permanente Medical Group

Dr. Ramin Davidoff Ramin.X.Davidoff@kp.org
Executive Medical Director and Chair of the Board Southern California Permanente Medical Group

Dear Mr. Adams,

At this point, it should be clear to you what healthcare workers have been through over the last two years. The constant exposures, understaffing, emotional trauma and exhaustion have taken an enormous toll. The fact that Kaiser now has approximately 30,000 vacancies is testament to the fact that there is a crisis in healthcare. We have a crisis in staffing, a mental health crisis, a delayed care crisis and an economy on the rails. If there was ever a time for Kaiser to partner with labor, this is it.

That is why we are astounded that you would choose this moment to launch an assault on the fundamental right of the healthcare workers at Kaiser to unite in collective action, including the right to engage in sympathy strikes. Kaiser's lawsuit against the IFPTE for taking action to support the Stationary Engineers, Local 39 is a direct attack on every caregiver at Kaiser and every union member in the communities that Kaiser serves.

Let's be clear: We all know that the sympathy strike in November was legally protected. The Ninth Circuit Court ruled in 2002 that absent an explicit waiver of the right to **sympathy** strike in a contract, workers retain that right. This has been the established law ever since. So, this isn't about a legitimate legal dispute, it's an act of intimidation. But healthcare workers who have stared down COVID-19 for two years (often without adequate employer support) are not going to be intimidated into giving up our fundamental rights as workers.

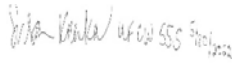
Kaiser will not be able to portray itself as the provider of choice for union members and simultaneously wage a legal assault on fundamental labor rights. Our colleagues throughout the labor movement, hundreds of thousands of whom are Kaiser Permanente members, will understand this attack for what it is. The fact that you are doing this as we are less than a year away from negotiating our successor agreement is a clear indication of how you view our relationship. If the message you wanted to send us is that we should be prepared for battle over fundamental union rights, then message received. But if that was not your intention, then we urge you to immediately withdraw this lawsuit.

Sincerely,

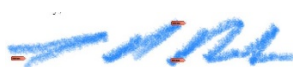


Vice-Chair, CKPU

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