



UDC **UNION**
DELEGATE
CONFERENCE
COALITION OF KAISER PERMANENTE UNIONS

2025 UNION DELEGATE CONFERENCE
JULY 25-27

GAME INSTRUCTIONS

Option 1: Full Group Red & Green Cards

- Each person has two cards: Green (FACT), Red (FICTION).
- Facilitator reads a statement; participants hold up the correct card.
- Reveal the answer and give a brief explanation.

Option 2: Full Group Stand Up / Sit Down

- All start standing. FACT = stay standing, FICTION = sit down.
- Reveal the answer, then everyone stands for the next question.

Option 3: Contestant Rounds with Whiteboards

- 3 contestants per round write FACT or FICTION on boards.
- Reveal together. Award points for correct answers.

FACT *OR* FICTION

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QUESTION #1

All UBTs must complete the joint staffing process and submit plans by August 31, 2025 (annually thereafter)

✦ FACT ✦

Starting in 2026, and thereafter, plans must be submitted by June 30th.

QUESTION #2

If a member is assigned duties outside of their job description, the steward can tell them not to do the work.

✦ FICTION ✦

**“Obey Now, Grieve Later.”
Employees are expected to
follow instructions even if it
violates the contract.**

QUESTION #3

A supervisor cannot ask workers if they agree with a grievance that was filed.

✦ **FACT** ✦

Canvassing workers to gauge their support for a grievance violates the duty to bargain in good faith.

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QUESTION #4

**“Only full-time employees
can join the union.”**

✦ FICTION ✦

**All eligible employees,
regardless of status, can be
represented.**

QUESTION #5

“Unions were responsible for the 8-hour workday and weekends.”

✦ **FACT** ✦

**Labor fought for and won
many of the rights we now
consider standard.**

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Question #6

**A steward can get in trouble
for yelling at a grievance
meeting?**

✦ FICTION ✦

**Not unless you totally lose it.
The Labor Act protects
vigorous conduct at
grievance meetings,
including shouting.**

QUESTION #7

“Our National Agreement includes tools we can use every day, not just during bargaining.”

✦ FACT ✦

**The NA includes
enforcement rights,
committee access,
training, and more.**

QUESTION #8

“We can’t talk about union issues during work time.”

✦ FICTION ✦

You can, depending on context (breaks, non-patient time, etc.) Know your rights.

QUESTION #9

“You don’t need to be a manager to lead a team or a change.”

✦ **FACT** ✦

**Union leadership shows up
in organizing, not titles.**

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QUESTION #10

“Stewards can support members without having all the answers.”

✦ **FACT** ✦

**It's about showing up,
asking questions, and
connecting to resources.**

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FACT *OR* FICTION

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