



**UNION**  **DELEGATE CONFERENCE** **2025**  
COALITION OF KAISER PERMANENTE UNIONS



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UC BERKELEY  
**LABOR CENTER**

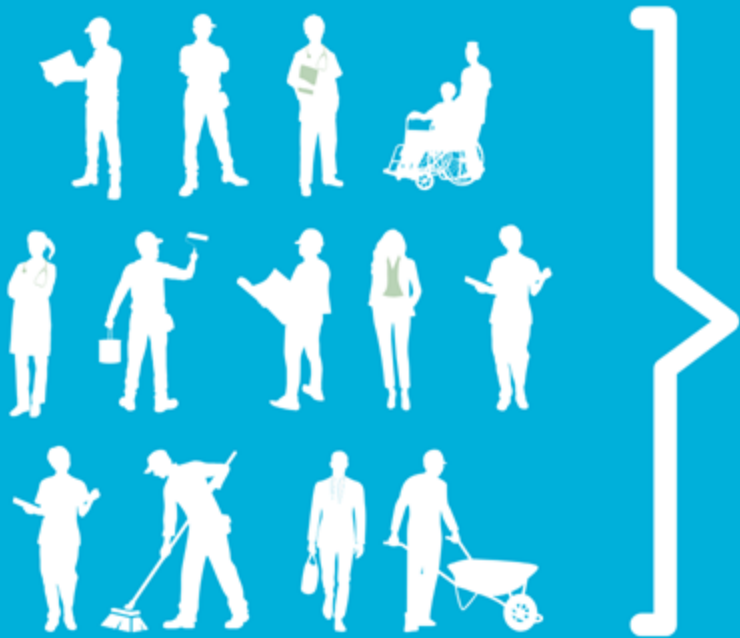
# HOW CURRENT FEDERAL BUDGET POLICIES IMPACT WORKERS, LOW- INCOME FAMILIES, AND ALL OF US

Brenda Muñoz, Executive  
Director, UC Berkeley  
Labor Center

July 26, 2025

CKPU Delegates  
Conference  
San Jose, CA

The current federal budget is one  
of the largest wealth transfers from  
working families...

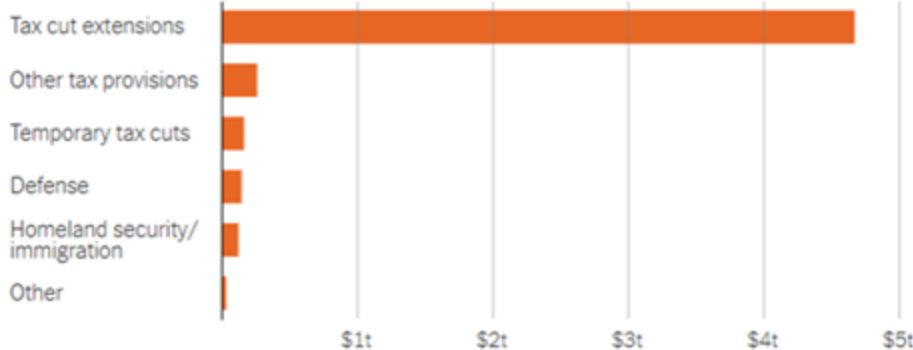


... to the wealthy



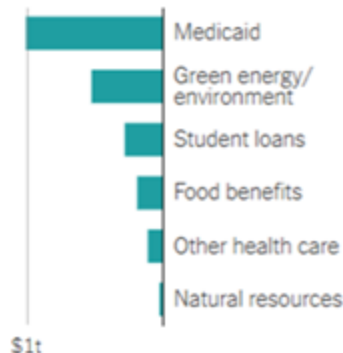
# The bill cuts Medicaid, green energy, and other programs to partially pay for tax cuts

## 10-year costs



Overall law adds \$3 trillion to national debt and gives \$4.5 trillion in tax cuts to the wealthy

## 10-year savings



Biggest cut to Medicaid in program's 60-year history

# THE NEW YORKER



PAUL  
NOTH

*"You no longer have Medicaid, so expect a big beautiful bill."*

Cartoon by Paul Noth



# Nearly 1 in 4 in the U.S. enrolled in Medicaid

Medicaid helps keep people healthy at all stages of life: Children, pregnant women, elderly, people with disabilities, and low-wage workers.



# Working people are at risk of losing their health care

The cuts in the budget bill alone are projected to result in almost 12 million more uninsured people in the U.S.



Health care  
job loss



Job loss at  
health care  
suppliers

Job loss at local  
businesses across  
industries

# Economic impacts—it affects all of us

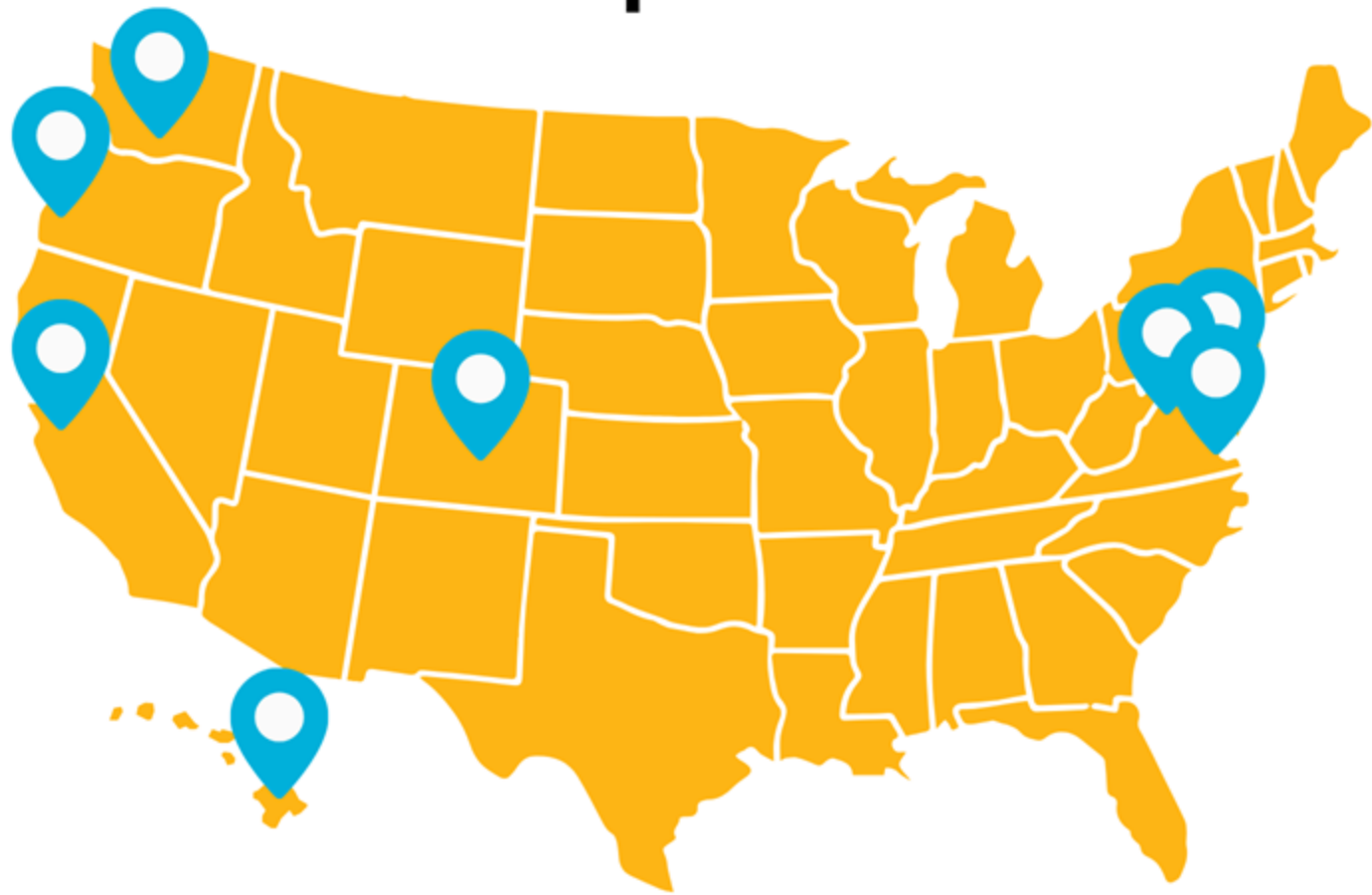
Nearly 1 million  
U.S. jobs to be lost  
due to Medicaid  
cuts in 2029

Estimated job loss in  
Kaiser Permanente  
regions: 254,000

# \$170 billion Immigration and Border Enforcement



# Economic impacts – it affects all of us



Trump's increase in deportations could destroy nearly

**6 million jobs**

About 2 million jobs in Kaiser Permanente regions

# MAKING TECH **WORK** for **WORKERS**


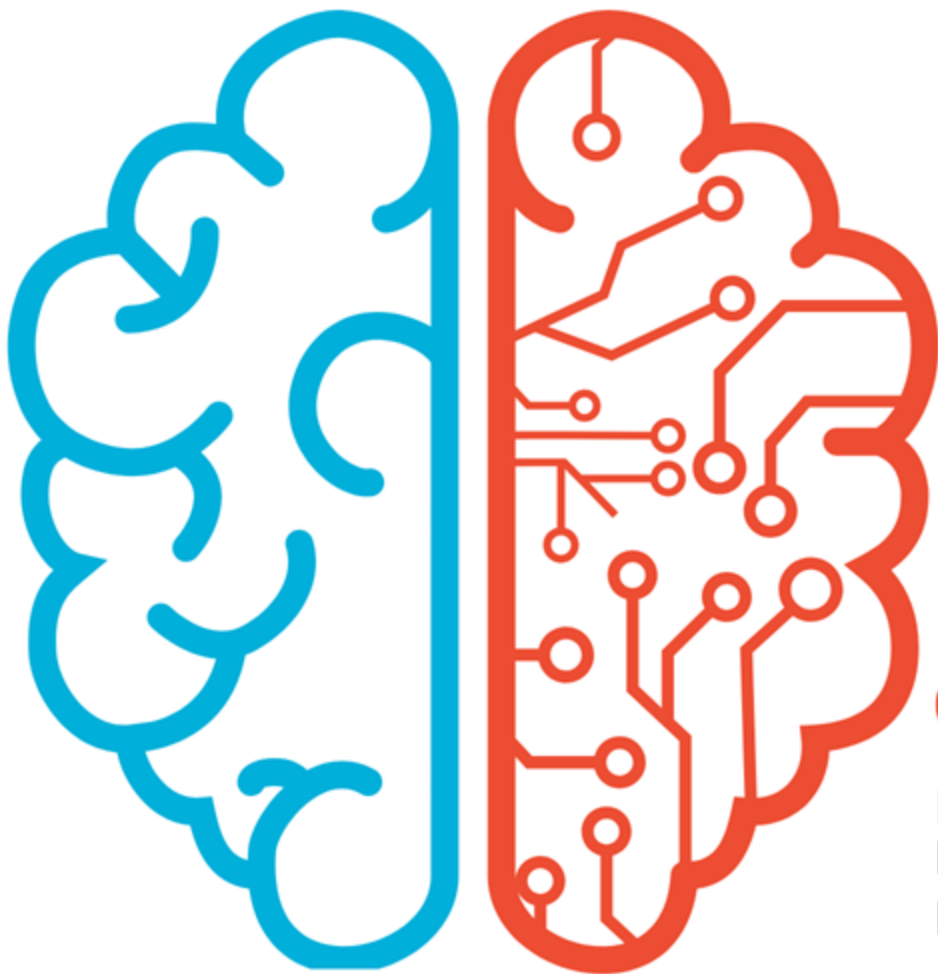
Artificial Intelligence (AI) and Technology

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The U.S. is years behind other countries in regulating technology, especially the European Union.



In the U.S., workers basically have no protections.





**TRUMP SAYS FEWER  
REGULATIONS NEEDED  
TO WIN THE AI RACE**

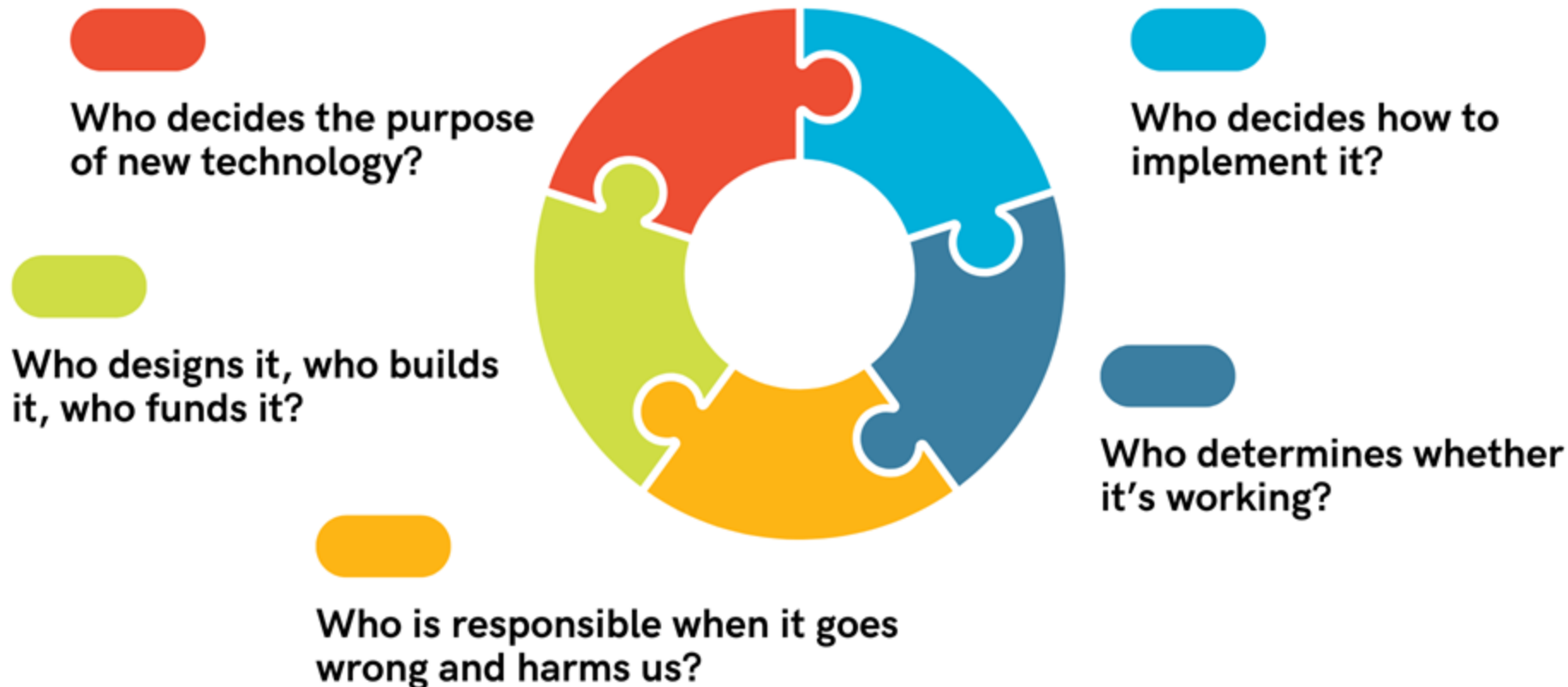
**The  
New York  
Times**

**TRUMP PLANS TO  
GIVE A.I. DEVELOPERS  
A FREE HAND**



**TRUMP'S AI PLAN:  
PULL BACK  
RESTRAINTS ON  
TECH**

# Questions workers and unions could ask







Ultimately,  
workers  
should  
participate  
fully in  
technological  
change

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UNIONS

# The CKPU is rooted in innovation and creativity



**ORGANIZE to build  
power**



**LAWS AND  
REGULATIONS**

that minimize the impact of  
federal actions on your state  
and communities



**COLLECTIVE  
BARGAINING**

to ensure worker input and  
tools to do your work and  
minimize impact on your jobs  
and well-being



## Negotiating Tech: An Inventory of U.S. Union Contract Provisions for the Digital Age

Search the inventory

Search

[Negotiating tech](#) > [Governance of workplace technology applications](#) > [Electronic monitoring and surveillance technologies](#)

- 1. Technology definitions ▾
- 2. Foundational technology rights ▾
- 3. Employer commitments in technology implementation ▾
- 4. Governance of workplace technology applications ▲
- 4.1 Electronic monitoring and surveillance technologies ▲
- 4.1.1 Union rights and employer obligations for monitoring and surveillance

### Governance of workplace technology applications

#### 4.1 Electronic monitoring and surveillance technologies

Electronic monitoring and surveillance systems are among the most frequently addressed technologies in collective bargaining agreements. Union contracts across sectors have sought to define clear limits, notification processes, and accountability measures to govern how these tools are implemented and used. The provisions in this section reflect a wide range of negotiated protections—from foundational rights and advance notice requirements to restrictions on the

Together we can protect our jobs,  
our patients, our families, and our  
communities!





# FACILITATOR NOTES



## Slide 5:

It cuts taxes on the ultra-rich and increases the national debt by trillions of dollars

How will they pay for the tax breaks for the wealthy?

- Mostly through cuts to Medicaid, adding up to about \$1 trillion over 10 years. These are the largest cuts to the Medicaid program, the health insurance program for low-income people, that have ever occurred since the program started 60 years ago.
- The cuts will also be paid for by rolling back the progress we've made in green energy and climate protection. And from student loans and food benefits, and from other health programs.
- Many of these cuts will strategically take effect after the 2026 mid-term elections. People will not feel the pain immediately.

# FACILITATOR NOTES



## Slide 7:

So, who will be impacted? Your patients, your neighbors, family members, ALL of us!

- Almost 1 out of 4 people in our country rely on Medicaid for their access to health care. Some groups especially depend on Medicaid for health coverage, such as children, pregnant moms, seniors, individuals with disabilities, and low-wage workers who do not have affordable coverage through their jobs.
  - About 1.4 million KP members are on Medicaid. These are your patients.
- Many of the cuts will come in the form of increased red tape that will make it harder to enroll in or maintain Medicaid coverage, such as increased paperwork burdens for adults to prove they are working or exempt from work requirements.
  - Most adults under the age of 65 are already working, or are students, disabled or ill, or have caregiving responsibilities.
  - We already know from states that have experimented with these policies that many people who are eligible for Medicaid lose coverage due to the increased hurdles and confusion. These policies have not resulted in Medicaid recipients finding jobs, as the administration would like us to believe.

# FACILITATOR NOTES



## Slide 9:

- These massive cuts to Medicaid will not only harm the health and financial security of those who become uninsured, but are also projected to result in the loss of approximately [1 million jobs](#) across the U.S. Over 250,000 jobs are at risk in KP regions. Most of the jobs lost would be in health care, but jobs will also be lost in other areas like health care suppliers like medical supply companies, food and laundry services, and at the local businesses where health care workers shop, like grocery stores and restaurants.
- Without Medicaid funding, hospitals, clinics, and other health care providers throughout the country may need to cut services or even shut down.
- In addition, California's cuts to Medi-Cal, the state's version of Medicaid, are worse because they specifically target over a million undocumented immigrants.



# FACILITATOR NOTES



## Slide 10:

- The federal budget bill adds \$170 billion in aggressive immigration and border enforcement, tripling ICE's annual budget and allocating billions to surveillance technology such as facial recognition and tracking technology.
- With thousands more ICE agents on the ground, immigrant communities will continue to be targeted and terrorized, separating families and creating fear that leaving home for work, or doctors' appointments could lead to them or their loved ones being detained and deported. Many of these families rely on Medicaid, and some are likely KP members.

# FACILITATOR NOTES



## Slide 11:

- If the administration's goal to deport 4 million immigrants over the next four years is successful, 6 million jobs could be lost nationwide, impacting immigrants and US born workers.
- About 2 million jobs could be impacted in KP regions.
- Undocumented contribute about 97 billion in federal and local state taxes, which funds our schools, Medicaid and other public services.

# FACILITATOR NOTES



## Slide 13:

- The US is years behind other countries in regulating technology, especially the European Union.
- In the US, workers have few protections.
  - Workers don't have the right to know what data is being gathered on them or whether it's being sold.
  - And most importantly, virtually no meaningful guardrails on which technologies employers can use and how they use them.
  - Two of the main harms for workers are exploitation and automation, which can lead to job loss, workplace injuries, surveillance, and much more.

# FACILITATOR NOTES



## Slide 14:

- Nothing is happening at the federal level to protect workers or consumers from how technology is used. In fact, the President just issued several executive orders to accelerate and expand the development of new technologies without oversight.
- The administration has also attempted to ban states from regulating tech, but they have not yet been successful.
- The good news is that labor is fighting back. This year bills regulating AI and technology were introduced in several states, including 3 bills in California.
- Importantly, unions in this room know how to fight back on how technology is used at the workplace and how it impacts your jobs. When KP transitioned to a digital medical records system over 20 years ago, you demanded to be at the table and you successfully bargained to protect impacted workers. Collective bargaining will continue to be an essential tool to win.