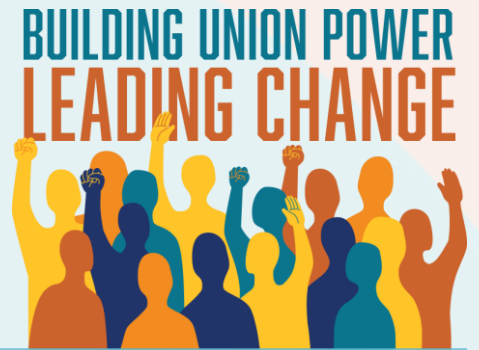


# AAR + 2026 Joint Staffing

Applying our skills

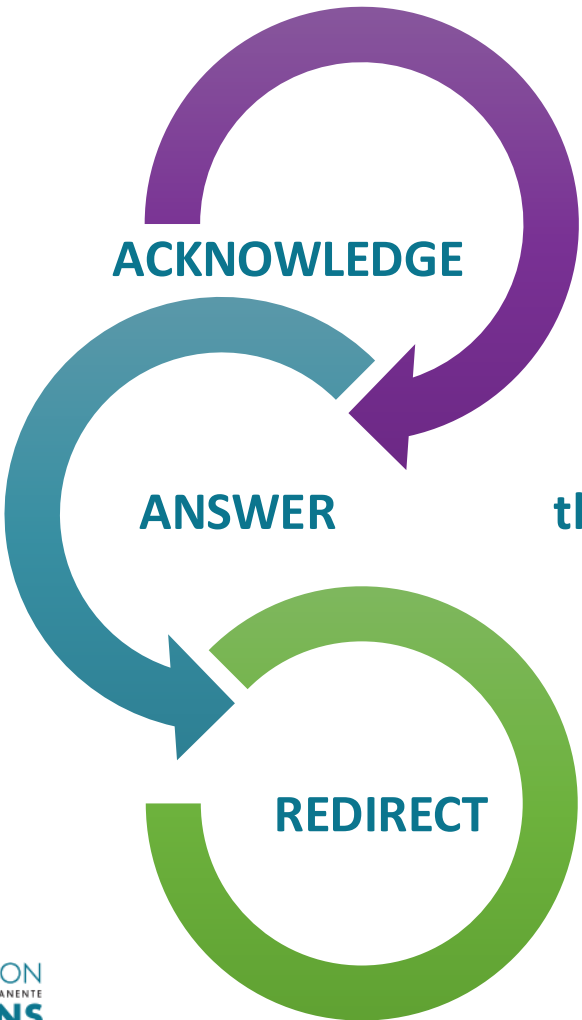


UNION DELEGATE CONFERENCE 2026



COALITION  
OF KAISER PERMANENTE  
**UNIONS**

2026 UNION DELEGATE CONFERENCE | 1



**ACKNOWLEDGE**

that you heard what the person said

**ANSWER**

their reservation directly and effectively

**REDIRECT**

the conversation back to your goal



# **ACKNOWLEDGE**

- **I hear you**
- **You put in a lot of work on your staffing plan**
- **Management just said “nope”**
- **It’s super frustrating**



# ANSWER

## BUILDING UNION POWER LEADING CHANGE

- **We knew this would happen**
- **We have taken our first steps**
- **From now on: every team, every year**
- **We now know *exactly* how much staff we need *and how much it would cost* Kaiser**
- **This will help us win better staffing language in bargaining next year**

# REDIRECT

BUILDING UNION POWER  
LEADING CHANGE

- Management may not have expected us to get this far — but we did.
- After all the “nos,” it’s clear they’d prefer we stop pushing instead of continuing to organize for change.
- Not doing a joint staffing plan this year is the one way to *ensure* your staffing does not improve
- So are you willing to do another staffing plan this year and **keep fighting for staffing improvements?**