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Date: August 31, 2021
To: Local 30 Members
From: Marianne Giordano, Executive Director/CFO
Subject: Negotiations Between Alliance Unions and Kaiser Permanente

Please note OPEIU Local 30 members are part of the Coalition of Kaiser Permanente Unions.

The attached flyer is to inform you about the negotiations currently taking place between Kaiser Permanente and your co-workers who are part of the Alliance Unions. We are asking for your support of your co-workers during these tough negotiations.

The Alliance Unions are currently in bargaining with Kaiser for their next contract. While these negotiations do not directly affect our union as our National Agreement runs through 2023, we certainly support the efforts of our sister unions.

As their bargaining progresses there will likely be a campaign to rally support among their members such as sticker-up events, distribution of informational flyers, and the like to aid in their efforts to get a good contract. I would ask our members to be considerate of the current situation of the Alliance and be as supportive as possible. While we may be in separate coalitions, we share many of the same issues as employees and mutual support will help us all.

Please remember this is about our co-workers and always wanting the best for all Kaiser employees. Protecting our wages and benefits, our workplace safety, and our good contracts are important to us all.

OPEIU Local 30 members are part of the Coalition of KP Unions

This information pertains to negotiations between the Alliance Unions and Kaiser:

KAISER PROPOSES LOWER WAGES AND BENEFITS FOR NEW HIRES (TWO-TIER) TO ALLIANCE UNIONS

The agreement between Kaiser and the Alliance of Healthcare Unions, other frontline workers like us, will expire in two weeks.

Kaiser is pushing an array of cuts for those workers, most importantly lower wage rates for new hires—a first step to reducing pay for all of us.

Kaiser is also trying to eliminate Defined Contribution retirement benefits for new hires, opening the door to eliminate it completely later down the road.

SOUND FAMILIAR?

COALITION WORKERS NARROWLY AVERTED A STRIKE IN 2019 TO FIGHT BACK THESE SAME CUTS, AND WE MUST DO EVERYTHING WE CAN TO STOP THEM AGAIN NOW.

ARE FRONTLINE WORKERS OVERPAID?

Kaiser is telling Alliance workers that they are on average 26% overpaid: a message we heard in 2019 and we can expect to hear again in 2023.



"We are on the frontlines of this pandemic risking our lives, exhausting our bodies, and depleting our mental health fighting this pandemic. It's demoralizing to hear that Kaiser thinks any of us are overpaid."

DEANNA ANDRY, OPEIU LOCAL 29, UNIT ASSISTANT, RICHMOND MEDICAL CENTER, NORTHERN CALIFORNIA

Greed is eroding care at Kaiser.

Kaiser is not struggling financially. They've already made \$5 billion in profit in the first half of 2021, on top of \$6.4 billion in 2020. That's \$11.4 in pandemic era profits. When is enough, enough?

For Kaiser patients, Two-Tier wages and benefits are a recipe for disaster. Healthcare workers are leaving the industry in droves setting off staffing crises everywhere. This is not the time to devalue the work of frontline heroes.

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.

AS PART OF THE COALITION OF KAISER PERMANENTE UNIONS, WE STAND WITH ALLIANCE WORKERS AT KAISER IN REFUSING TO ACCEPT LOWER WAGES OR BENEFIT REDUCTIONS.

WE MAY BE IN DIFFERENT ORGANIZATIONS, BUT WE CAN SEE KAISER'S GAME OF "DIVIDE AND CONQUER" AT WORK.

SADLY, KAISER HAS STILL LOST ITS WAY, AND IT'S UP TO US TO BRING THEM BACK TO OUR CORE MISSION: PATIENTS, NOT PROFITS.