



# Kaiser Makes Divisive, Sorely Inadequate Raise Proposal

*September 7, 2023*

Despite making **\$3 billion in profits** in just the first six months of this year, Kaiser's millionaire executives are trying to divide frontline workers instead of working with us to solve the crisis in patient care by providing raises that keep up with the cost of living for ALL of our members.

## **Kaiser's Offensive Proposal:**

- **Northern CA/KPWA:** Annual raises of 4%, 4%, 3%, 3%
- **NW/CO/MAS/HI:** Annual raises of 3%, 3%, 3%, 2%
- **Southern CA:** Annual raises of 3%, 3%, 2% (plus 2% lump sum payment), 2% (plus 2% lump sum payment)

**None of these proposed raises are acceptable.** They wouldn't even come close to helping us keep up with the skyrocketing cost of living.

This is just the beginning of Kaiser's **divide-and-conquer strategy**. If we let them get away with attacking some members with lower raises now, we will never know who might be on the chopping block next time. Or, they will try to force some of us to pay for our healthcare because they say it costs more in some regions, like Northern CA. All of us will fall farther behind with raises that don't keep up with the rising cost of living. After all we have been through working on the front lines with Kaiser, we deserve to move forward—not fall farther behind.

As if that wasn't bad enough, Kaiser:

- Proposed to **slash our PSP** bonus to less than half its current value;
- Has **failed to respond to proposals** intended to address the growing staffing shortage; and
- Continues to commit **unfair labor practices**.

**The bargaining team rejects this proposal.** With inflation and the rising cost of living as they are, this proposal would put us even further behind and make it even more difficult to hire the additional people we need to solve our understaffing crisis.

## Angry?

### Take action for a strong contract and vote **YES** to strike!

Our bargaining team is calling on every member to stand up and take action to get the contract we deserve—including going out and VOTING YES to strike to protest Kaiser’s unfair labor practices. **The higher the number of YES votes, the stronger our message is to Kaiser that we are united and ready to fight** for raises that keep up with the cost of living for ALL of our Kaiser members. The only way we solve the crisis in patient care at Kaiser is to raise pay to retain the experienced workers we have and attract new workers to join us. Contact your local union for more information on strike votes.

*Next National Bargaining Session: September 21-22*

*National Agreement Expires: September 30*

## **UPDATED SCHEDULE: SEPTEMBER 11-16, 2023**

**\*Updated on 9/8/23\***

<b>STRIKE VOTE SCHEDULE</b>			
<b>LOCATION:</b> <b>Courtyard Marriott -El Cajon</b> 141 N. Magnolia Ave El Cajon, CA 92020	<b>LOCATION:</b> <b>Best Western - Chula Vista</b> 4450 Main St. Chula Vista, CA 91911	<b>LOCATION:</b> <b>Residence Inn - San Marcos</b> 1245 Los Vallecitos Blvd. San Marcos, CA 92069	<b>LOCATION:</b> <b>Local 30 Office</b> 6136 Mission Gorge Rd. Suite 222 San Diego, CA 92120
<b>DATES &amp; TIMES:</b> Monday, September 11 11 am - 7 pm  Thursday, September 14 8 am - 7 pm  Friday, September 15 11 am - 7 pm	<b>DATES &amp; TIMES:</b> Monday-Friday September 11-15  12 pm - 6 pm	<b>DATES &amp; TIMES:</b> Monday, September 11 11 am - 7 pm  Tuesday-Thursday September 12-14 8 am - 7 pm ----- <b>LOCATION:</b> <b>Best Western – Carlsbad</b> 751 Macadamia Dr. Carlsbad, CA 92011  <b>DATE &amp; TIME:</b> Friday, September 15 11:30 am - 7 pm	<b>DATES &amp; TIMES:</b> Monday, September 11 11 am - 6 pm  Tuesday-Friday September 12-15 8 am - 7 pm  Saturday, September 16 8 am - 3 pm

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