



# KAISER BARGAINING UPDATE – June 21

## ROUND FOUR: 2019 Kaiser National Bargaining

### Kaiser Execs Predict Financial Doom & Gloom

We all know that Kaiser has been making record profits — but they opened this bargaining session complaining “hard times” are ahead for the company.

They then presented their economic proposal that demands major cuts from us, including:

- **Copay increases to \$20;**
- More **outsourcing and automation** of our jobs;
- **Lower pay, elimination of pensions, less time off** — starting with new hires, then we’d be next.

### Our Bargaining Team Responds: “COMPLETELY UNACCEPTABLE!”

Our Bargaining Team listened in disbelief as Kaiser executives made these demands. Needless to say, we have rejected those proposals.

Then we told them the truth about what their proposal really means for us:

*“When Kaiser proposes adjusting pay and time off to ‘better reflect the market’ we need to understand that what they are really saying is that we want you to provide the same quality of care, but we want to give you less for doing it. This is completely unacceptable especially in times of record profits and the highest cash reserves in the company’s history.”*

- Matt Nawrocki, CLS, ESC, IFPTE Local 20

*“Management proposals are based on divide and conquer. They want us to shaft the new hires. We must be united to succeed.”* - Maly Gella, RN, Mother and Baby Unit, Kaiser Moanalua Hawaii, OPEIU Local 50

*“Kaiser’s economic proposal, creating lower wages and benefits for new employees, is a non-starter. It would be the beginning of the end of the wages and benefits we have fought so hard for. It’s bad for workers and for patient care. With all of Kaiser’s billions in profits and reserves, they can do much better. We need to all stand united – when we fight, we win!”*

- Julie Markiewicz, Local 49

## AT A GLANCE

### NEXT BARGAINING SESSION: July 9-12

2019 Contract

Bargaining Priorities:

- Re-establish a strong partnership;
- Balance automation and innovation with compassionate care;
- Win strong raises and protect our benefits, including healthcare and retirement;
- Invest in building the workforce of the future.

What’s Next:

- The sub-groups will continue their work on Partnership, Work of the Future, and Operational Excellence.
- The Economic sub-group will continue bargaining and the Unions will continue to make their proposal clear: **No Takeaways!!**
- OPEIU Local 30 will be scheduling an informational meeting. Details will be forthcoming.



If we are going to get Kaiser to commit to a better path forward, we need to stay active and show Kaiser: **We Are ALL IN to Win.**