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Local 30 Members,

Recently you have seen a number of messages from management in Southern California saying they have made offers to settle our contract dispute. They mention three percent wage increases and a four-year contract, only minor increases to your healthcare co-pays, and even continuation of the PSP bonus and some other smaller things, things that we already have.

While there is some truth to these claims it is more about what they are not saying that should concern us. These things come at a cost and the Coalition Unions are not willing to pay that cost.

We have been clear with Kaiser that we need to rebuild our Partnership and that starts with treating each other fairly and honestly. In a partnership of any kind the parties must be equals. Our Coalition has since the start of these negotiations been very clear that wage increases must be fair to all Coalition Union members. The wages in some of the Regions Outside California (the so-called ROC's) are already lower than those in California and to continue to have them receive lower increases than us only sets them further behind and makes a bad situation worse.

Some of those workers have lesser pension benefits too and we have proposals to correct those issues as well. None of that was mentioned in these letters either.

The Coalition has made proposals to protect our jobs, to stop the contracting out of our work, and to staff appropriately. We have also rejected management proposals to create a two-tier system to lower our wage rates going forward for new employees realizing that agreeing to such a proposal will only lower all of our wages over time.

So, here's where we really are at this moment. Each side has proposals on the table. We obviously do not yet agree on those proposals. We do agree; however, to continue to bargain and certainly hope to reach a compromise that will settle our contract.

Our Coalition stands united and will protect all of the unions in it. We resist takeaways and strongly believe this company can easily afford the proposals we have offered. We believe in equity and fairness and will continue to fight for exactly that for all Coalition Union members.

In unity,

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