

March 1, 2019

OPEIU LOCAL 29 UPDATE ON

CKPU NATIONAL BARGAINING:

Our Hard Fought Local Contract Expires in 9 months. Are You Ready to Do What it Takes to Preserve Your Contract?



Kaiser's refusal to bargain the National Agreement is a clear indication we need to be fully prepared when our local contract expires on November 3, 2019.

Great Benefits, strong raises, job security, voice on the job. Focus on patient care. All of this could be weakened or lost if Kaiser Executives have their way. Kaiser will be seeking to strip away what we have worked so hard for over the years.

Kaiser had its most profitable year in history last year; each one of you played a part in their success.

- Kaiser Success: 2017-2018
- \$3.8 Billion *profits in 2017 most profitable year in history*
- \$2.9 Billion *profits for first three quarters in 2018*
- \$30 Billion *in reserves*
- \$1+ Million *salary for dozens of Kaiser executives*
- \$10+ Million *salary for CEO Bernard Tyson*

Don't you think Kaiser would want to share in the success with their employees who made all this success happen? Based on the deal they bargained with other unions clearly, they do not.

Kaiser wants the CKPU unions to take the lowest wages increases since the 1990's:

That is what they have demanded from all the unions they previously have bargained with already. Raises that are less than the 3% we have normally won, some unions only received a 1% wage increase.

Kaiser wants the CKPU to pay more for HEALTHCARE:

Kaiser recently bargained higher copays for other unions, WHY? With \$3.8 billion in profits, do you believe Kaiser really needs us to pay higher co-pays?

Will Kaiser want us to give up our PENSIONS?

Their executives and physicians have "Cadillac" retirement plans, but Kaiser may want us to give up the guaranteed protection in our pensions.

How Long Before You Retire?

If we give away a little now, how much more will Kaiser try to get from you before your retirement? If we allow Kaiser to take away from us now will we even have retiree healthcare and a pension when it is time to retire?



We have worked with Kaiser for decades to negotiate better working conditions, wages and benefits that make things better for workers every time. If we start to make concessions, taking less than what we have fought hard for over the years, where will we be in future years?

It's not just our wages and benefits that Kaiser is attacking. It is our jobs.

More than a thousand CKPU members face outsourcing of work so Kaiser can pay less in wages and benefits. What will they outsource next? You or your department?

KAISER HAS BROKEN THE LAW AND HAS BEEN INDICTED

What will it take to get to the bargaining table and win a great contract?

What Kaiser is doing to us is **ILLEGAL**.

After Kaiser walked away from the CKPU bargaining table in March 2018 and demanded that we sign a gag order that prohibits us from speaking out and engaging in politics, we filed charges against Kaiser for bargaining in bad faith.

The United States Government sided with us. The National Labor Relations Board (NLRB) issued an **INDICTMENT** saying:

Kaiser ILLEGALLY withdrew from National Bargaining with the CKPU Unions

Kaiser ILLEGALLY placed preconditions on bargaining by trying to force us to sign off on a gag order limiting our rights to speak out for our patients.

Kaiser now must return to the bargaining table without any preconditions, or the NLRB will prosecute Kaiser in a trial. That is a tremendous step toward winning at Kaiser. But that ruling alone is not enough. It may help us get back to the table, but we will have to do more to win a contract that protects everything we have fought for.

We need to keep ESCALATING our actions to show Kaiser that we are united and determined to protect our contract!

Numerous Pickets have been held in regions across the country. In California over 3,000 CKPU members came out for the Labor Day rally to protest against Kaiser.

In October thousands of petition signatures were delivered to Kaiser demanding they stop outsourcing and resume bargaining with us.

Will You Take a Stand to protect your family's future by going on strike if necessary?

This action would be only taken by a majority vote of OPEIU 29 members. And, it is not something anyone wants to do, but based on Kaisers refusal to bargain and history of takeaways from other unions it may be necessary to strike.

We are not there yet but need to spring into action to get prepared. We need you to start thinking about the possibility now, even if we hope it won't come to that.

Think of the following questions, steps you can take to be prepared:

1. Be sure your contact information is up to date, correct cell and home email.
2. Talk to your loved one to help them understand this standing strong in this important fight is for you and your family's future to protect your healthcare, retirement and income.
3. Start saving now, in case of a strike later. It is a good idea to put aside savings along with the PSP you will receive in March in case we are forced to go on strike.

Over the next 9 months, it will be crucial for you to attend offsite OPEIU 29 meetings so everyone is connected and knows their Contract Action Team at their worksite.

We have a long, tough fight ahead of us. But this is our time to fight for what matters like so many have done before us.

We are scheduling meetings in the upcoming weeks. When you receive the notice plan to attend.

Ask your manager why Kaiser won't bargain with us!

