

# KAISER BARGAINING UPDATE - June 21

Date: June 21, 2019  
To: OPEIU 29 Members  
From: Kaiser National Bargaining Team  
Tamara R. Rubyn, President/ Business Manager; Kelly Gschwend, Secretary Treasurer; Pharaoh Lamont Stone, Business Representative; Deanna Andry, CKPU Staff Representative; Shelia Bradley, Claims Liaison; Dora Chavez, Shop Steward; Monica Garcia-Albert, Shop Steward; Esmeralda Gomez, CKPU Staff Representative; Christina Ince, Labor Liaison; Craig Moffitt, Shop Steward; Sean Saxton, Shop Steward; Kundra Vaughn, Shop Steward.  
Re: **ROUND FOUR: 2019 Kaiser National Bargaining**

## Kaiser Execs Predict Financial Doom & Gloom *Then Demand Cuts, Cuts, Cuts*

Kaiser opened the latest round of bargaining with a proposal that falls short of what we expect from our Partnership.

We all know that Kaiser has been making record profits – but they opened this session complaining “hard times” are ahead for the company. They then delivered a contract 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 – and then we told them the truth about what their proposal really means for us:

*“Kaiser does not want to be the best place to work, they want to be just a place to work. Aligning our wages and benefits with industry standards means we are no different than anyone else, making us, just a place to work”*

*-Pharaoh Lamont Stone - OPEIU 29 Negotiating Team*

*“Despite record profits, Kaiser has proposed we get less in wages and benefits to help them financially. When we ask about executives and physicians wages and benefits, Kaiser’s response was: we are not here to talk about them.*

*-Craig Moffitt - OPEIU 29 Negotiating Team*

Kaiser’s economic proposal of 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!”

**Keep up the FIGHT!** 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.**

**In Unity,  
Your 2019 OPEIU 29 Kaiser National Bargaining Team**

[tr/m\(KaiserNationalBargaining/KaiserBargainingUpdateRound4\)/cwa:9415/af-cio](http://tr/m(KaiserNationalBargaining/KaiserBargainingUpdateRound4)/cwa:9415/af-cio)

7677 Oakport Street | Suite 480 | Oakland, California 94621 | Phone (510) 746-5960 | Fax (510) 746-5977

## 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:**

- To make sure Kaiser knows we are serious about the quality care we deliver, we’ll be **launching a Kaiser member survey** asking about whether they are getting care that’s timely, affordable and compassionate. We’ll be getting the survey out online, through social media, and through the power of our 85,000 workers. Local unions will follow-up with the survey and guidance for sharing it with your friends and family who may be Kaiser members themselves.



[www.opeiu29.org](http://www.opeiu29.org)