

**Engineers and Scientists of California, IFPTE Local 20  
Call to Action**

**WHEREAS** 85,000 Coalition of Kaiser Permanente Union members are currently bargaining a renewed National Agreement with Kaiser Permanente;

**WHEREAS** Kaiser Permanente is seeking to undermine wages, benefits, and job security protections of dedicated caregivers despite making record profits of \$3.2 billion in the first three months of 2019 and more than \$9 billion since January 2017; amassing \$31.5 billion in reserves; giving its CEO a raise of 60% to \$16 million a year in 2017; and paying at least 36 Kaiser executives more than \$1 million a year;

**WHEREAS** Kaiser Permanente continues its efforts across the state to eliminate the jobs of ESC members and to outsource those jobs to less experienced workers for far lower wages and fewer if any benefits;

**WHEREAS** Kaiser Permanente has repeatedly undermined and betrayed the Labor Management Partnership by committing unfair labor practices both against coalition unions individually in local bargaining and collectively when it refused to negotiate for one year and attempted to impose a gag order on members as a precondition of bargaining — actions for which the National Labor Relations Board General Counsel has issued a complaint and is prosecuting the corporation;

**WHEREAS** Kaiser Permanente leadership's greed is not only impacting employees but also undermining patient access to quality care by inflicting significant premium hikes that are unnecessary in light of the corporation's financial success; failing to serve a fair share of the Medi-Cal population; retreating from human compassion in exchange for automated, impersonal care; and using its lawyers and lobbyists to resist legislation that would improve cost transparency and expand coverage. The Medical Groups, which employ the majority of our members, are especially averse to transparency about costs;

**WHEREAS** we remain fully committed to our bargaining priorities of rebuilding the Labor Management Partnership based on respect; ensuring high-quality, compassionate patient care; investing in the workforce of the future; stopping the outsourcing of our jobs; protecting all our benefits, including retirement and healthcare; and winning strong raises inclusive of equity for all regions.

NOW THEREFORE BE IT RESOLVED that we, the member leaders of ESC Local 20, IFPTE, Optometry Unit Board, at Kaiser Permanente, call on the 300 Optometry members at Kaiser Permanente to vote to authorize our ESC Local 20 Executive Board to call a sympathy strike in support of any Coalition Union's unfair labor practice strike and prepare to strike in solidarity with our union brothers and sisters in the Coalition.

BE IT FURTHER RESOLVED that we call on all Optometry members at Kaiser Permanente to stand up to Kaiser's attacks and unfair labor practices and its failure to bargain in good faith with Coalition Unions.

Original Presented: 7/15/2019

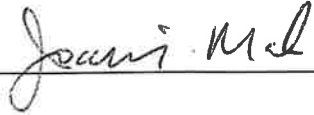
Adopted:

Name:

Signature:

Date:

Joan Mah, OD



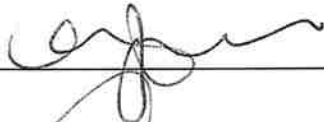
8/12/19

Debbie Deveno, OD



8-5-2019

Neda Jam, OD



7/30/19

Alvin Chua, OD



7/30/19

John Corpus, OD



7/30/19

Robert Soo Hoo, OD



7/30/19