



CORPORATE HEALTHCARE IS FAILING PATIENTS AND WORKERS — AND KAISER SHOWED WHY THEY’RE A PRIME EXAMPLE OF THIS PROBLEM AT OUR SEPTEMBER 16 BARGAINING SESSION, WHICH ENDED WITHOUT AN AGREEMENT

At National Bargaining yesterday, Kaiser made no significant movements toward settlement. Their two formal proposals both failed to address inequities in salary proposals between different regions and did nothing to improve protections against outsourcing and contracting out -- two key Coalition goals.

A proposal for a five-year contract with potentially acceptable wage increases was premised on **completely eliminating the pension for all new employees and instituting 15% wage cuts across the board for most new employees.** Kaiser then argued it need not provide financial information to the Coalition, as they have always done in the past, to evaluate its claims that Regions Outside of California (ROC) are significantly less profitable, which is their stated reason for offering smaller raises to ROC employees.

For Local 20, there was **no willingness to bring our Home Health Therapists onto the same benefits package as all other Nor Cal Coalition employees.**

Kaiser's National Labor Relations team, frankly, seemed not to know exactly what was happening in the different regions. They showed up to bargaining with only FIVE people, while we brought our complete bargaining team. Both clear indicators they were not serious about reaching an agreement. They did commit to honoring the guidelines already in place for local bargaining, which states that the parties must reach consensus to implement any changes. Union leaders told Kaiser firmly and directly that it does not seem that Kaiser respects the work done by Coalition members.

Kaiser also maintained their also subpar 4-year proposal from July 26 as an option which can be found [here](#).

NEXT UP:

- **Union Meeting: THIS SATURDAY, 9/21** at Union Hall from 8:30am to 12:30pm. [RSVP here](#).
- **Local Bargaining:** Multiple dates in the coming weeks for all ESC Local 20 bargaining units.
- **National Bargaining:** September 23-24
- **STICKER-UP:** September 23-24 in support of National Bargaining

Kaiser’s 5-year Proposal: YOU’RE NOT WORTH IT

Wages: Kaiser told us it would only agree to 3% wage increases if we accept insultingly low raises for Kaiser workers outside of California and a 15% wage cuts for new hires outside Nor Cal Bay Area, which is the first step to slashing wage rates for everyone.

Staffing & Job Security: Kaiser’s low-ball wage proposals will do nothing to address the severe staffing shortages we face in our labs and elsewhere-- and, in fact, the 15% wage cut for new hires will make it worse. Kaiser also refused to stop outsourcing and sought free rein to keep outsourcing our jobs to for-profit corporations that hire less- experienced workers.

Benefits: Kaiser wants to increase all of our co-pays by 400%, reduce time off for new hires, gut retiree medical by eliminating subsidies to health savings accounts, and is proposing the complete elimination of the pension plan for new hires — the first step to eliminating pensions for everyone.

Unbelievably, Kaiser executives delivered these proposals demanding cuts from us, while they made record profits of \$5.2 billion in just the first six months of this year, have \$37 billion in reserves, pay the CEO \$16 million a year, and pay dozens of executives over \$1 million a year.

Coalition Contract Demands:

- ✓ Raises that reflect our invaluable contribution to Kaiser’s record profits
- ✓ No cuts to any benefits
- ✓ No selling out of future Kaiser workers and worsening of short-staffing issues by paying new hires lower wage rates or eliminating their pension
- ✓ No more outsourcing of our jobs

In Unity,
Michael, Karen, Connie, and Joan

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