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United States Senate  
WASHINGTON, DC 20510

November 11, 2021

Gregory Adams, CEO  
Kaiser Permanente  
1950 Franklin Street  
Oakland, CA 94612

Dear Mr. Adams:

As the elected representative of 32,000 Kaiser Permanente workers who provided notice that they will strike on November 15<sup>th</sup> unless negotiations improve as well as of the 8,000 additional workers who have authorized a strike, I urge you to reach a fair contract as soon as possible between Kaiser Permanente and the workers represented by AFSCME, AFT, ILWU, IUOE, IBT, UFCW, UNITE HERE, and USW at health care facilities in Georgia, Maryland, Virginia, D.C., Colorado, California, Oregon, Washington, and Hawaii.

These workers have risked their health and safety for the last year, working on the frontlines during the COVID-19 pandemic to take care of patients—sometimes without adequate protective equipment. These employees have been heroes and heroines, and they deserve living wages, adequate staffing, and a fair pay structure. Failure to reach an agreement would threaten not only the livelihoods of these workers, but also their family members and the care of thousands of patients that Kaiser Permanente treats.

Kaiser Permanente has a rich history of service within communities of color in underserved areas. As a native of the San Fernando Valley, I understand how important Kaiser Permanente is to addressing systemic health disparities up and down the state. These communities depend on your system for both employment and essential health services, which is why I strongly urge you to work swiftly towards an equitable labor agreement.

Your workers are the backbone of your health care system, and I am hopeful that both sides can negotiate in good faith to reach an agreement. I ask that you negotiate collaboratively with these essential workers to reach a fair contract and address their concerns in order to allow them to do their jobs safely and with dignity.

Sincerely,



Alex Padilla  
United States Senator

cc: AFL-CIO, AFSCME, AFT, Alliance of Health Care Unions, IBT, ILWU, IUOE, UFCW, UNAC/UHCP, UNITE HERE, USW