



American Federation of State, County,
and Municipal Employees, AFL-CIO

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510. 844. 1160

Ms. Carrie Owen Plietz
President, Northern California
Kaiser Permanente
1950 Franklin St.
Oakland, CA 94612

September 24th, 2021

Letter of Support

Dear Ms. Owen Plietz,

As AFSCME Local 3299 we are in full support of the 52,000 health care union members from 21 locals in the Alliance of Health Care Unions in contract negotiations again this year with Kaiser Permanente.

The Alliance of Health Care Unions includes the locals of AFSCME, UFCW, USW, IBT, KPNAA, IUOE, AFT, UNITE HERE, ILWU, and HNHP.

The Alliance unions of Kaiser Permanente have been a major part of sustaining the largest and longest-lasting labor-management partnership in the United States—illustrating that strong relationships among labor, management and physicians can lead to quality care and better health outcomes.

Front-line unionized employees make Kaiser Permanente an EXCELLENT place to work and an EXCELLENT place to receive care —by engaging in daily mutual decision-making and problem-solving, working confidently under the best possible employment and income security agreement, and actively persuading organizations all over the country to utilize Kaiser Permanente’s health plan.

Kaiser Permanente has been successful under this partnership, with a 2020 profit of \$2.2 billion, healthy average operating margins over the past decade, expanded health plan membership, and the doubling of its unionized partnership workforce—even as health systems have folded and union membership has declined elsewhere.

In an era of health care disparity, uncertainty, and competition, Kaiser Permanente and its partnership unions must successfully remain united in the purpose of providing better access to high quality health care for millions of people and creating the industry-leading jobs that every community needs in order to thrive.

Tens of thousands of health care workers throughout Kaiser Permanente’s enterprise—whose commitment to patients have saved countless lives —must emerge from these consequential negotiations with a new contract that empowers them with the personal security, dignity, and the decision-making capacity in the workplace necessary for the best care of our families and our communities.

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On behalf of our 31,000 AFSCME Local 3299 union members in California, we recognize that choosing to offer Kaiser Permanente Health Benefits improves the health needs of our members and their families, but also supports the best jobs and the best care needed for our collective health as a labor community, and

We express firm support for and solidarity with 52,000 Alliance health care union members empowered through our historic partnership to sustain high-quality care on behalf of all families and individuals –particularly our members who choose Kaiser Permanente’s health plan.

We pledge to bring public attention to issues raised by Kaiser Permanente employees and their unions during these negotiations—thereby improving the power of our collective aim to secure leading wages, quality work-life, and quality care through labor and community alliances across the United States.

In Solidarity,

A handwritten signature in blue ink, appearing to read "Kathryn Lybarger".

Kathryn Lybarger
President
AFSCME Local 3299

Cc: Lee Saunders, President, AFSCME International
Denise Duncan, President, UNAC/UHCP
Joe Guzynski, Executive Director, UNAC/UHCP
Hal Ruddick, Executive Director, Alliance of Health Care Unions

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