

WHEREAS 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—and the labor of front-line unionized employees have which have enabled Kaiser Permanente’s fiscal success—which includes a 2020 profit of \$2.2 billion, \$44 billion in reserves, as well as expanded health plan membership.

WHEREAS tens of thousands of our union siblings are health care workers whose commitment to patients have saved countless lives, especially during the unprecedented COVID-19 pandemic—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.

WHEREAS front-line health care workers are battling critical understaffing in Oregon and across the nation, especially in hard-hit Central and Southern Oregon where facilities are desperately awaiting deployments of nurses, paramedics, and specialists to handle the surge of COVID-19 hospitalizations fueled by the Delta variant.

WHEREAS The Alliance of Health Care Unions, including the locals of AFSCME, UFCW, USW, IBT, KPNAA, IUOE, AFT, UNITE HERE, ILWU, and HNHP, representing 52,000 health care workers from 21 locals is currently in contract negotiations with Kaiser Permanente; and

WHEREAS in Oregon, more than 4,000 members of the Oregon Federation of Nurses and Health Professionals are among the tens of thousands of Kaiser Permanente employees united for the best care and best jobs—in light of their employer’s efforts to slash wages for future workers and limit increases for workers currently fighting COVID, chronic staff shortages, and burnout; and

WHEREAS. Kaiser Permanente response to employee dedication was an August 26, 2021, proposal:

- offer minimal across-the-board 1% wage increases, well below the cost of living
- create an exploitive two-tier wage scale—a divisive, unproductive, and unnecessary plan that would drive pay for the future generation of health care workers far below KP competitors

WHEREAS Kaiser Permanente continues to tout investments in buildings, equipment and technology but fails to include meaningful investments in its greatest asset: the people who heroically provide care and service to patients.

Now, therefore, BE IT RESOLVED AS FOLLOWS:

That Oregon AFSCME Council 75, on behalf of our 33,000 represented workers in Oregon, recognizes that choosing to purchase/offer Kaiser Permanente Health Benefits improves the health needs of our members and their families, but also supports the good jobs and the excellent care needed for our collective health as a labor community, and

That Oregon AFSCME Council 75 expresses 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 union members –who choose Kaiser Permanente’s health plan, and

That Oregon AFSCME Council 75 has pledged to bring public attention to issues raised by Kaiser Permanente employees and their unions during these negotiations—improving the power of our collective aim to secure leading wages, quality work-life, and quality care through labor and community alliances.

Stand with Kaiser Permanente unionized workers in Oregon and across the nation: Contact Kaiser Permanente executives in Oregon and tell KP to invest in patients and the people who provide care and service:

<https://www.change.org/invest-in-care>.