



UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals

UNAC/UHCP is affiliated with NUHHCE, AFSCME and the AFL-CIO

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February 1, 2022

Greg Adams

Chair and Chief Executive Officer of Kaiser Foundation Health Plan, Inc.

Kaiser Permanente

1 Kaiser Plaza Oakland, CA 94612

Re: UNAC/UHCP Re-engagement of Partnership Activities

Dear Greg,

In a letter dated September 17, 2021, UNAC/UHCP provided notice that until further notice that it was “pausing participation in LMP activities found in the National Agreement.” In response to our belief that the leadership of Kaiser Permanente was no longer committed to the labor management partnership we decided to invoke the pause.

As a first step toward reengagement, on January 25, 2022, leaders of UNAC/UHCP and members of Kaiser Permanente’s Southern California leadership team met. In length we discussed the opportunities a renewed partnership could provide us as well as how we might best confront the significant challenges facing our partnership. Primarily, the group agreed that the LMP needs to be highly functional at all levels. Further, the strengthening of the relationships between UNAC/UHCP affiliate leaders and local managers is a necessity. To this end, we discussed the importance of training as a priority. Expectedly, such training would increase the capacity of those functioning in a unique LMP environment while also supporting the building of relationships -- a key ingredient of a successful LMP. I am confident the meeting productively set the stage for us to move forward as we jointly work to strengthen the LMP.

On behalf of the 24,000 UNAC/UHCP members working for Kaiser Permanente I want to express our commitment to an authentic productive labor management partnership. We believe a partnership based on inclusivity, mutual trust, and cooperation is the best approach to providing the highest patient access and best quality of patient care.

This communication shall serve as formal notice that effective immediately we are re-engaging in LMP activities. Later today we will communicate with our Kaiser Permanente affiliate leaders, members, and staff of our renewed commitment to the partnership.

Sincerely,

A handwritten signature in cursive script, appearing to read "Denise Duncan RN".

Denise Duncan, RN
UNAC/UHCP President

Copy: Julie Miller-Phipps, President Southern California and Hawaii Health Plan and Hospital
Sylvia Everroad, Chief Operating Officer, SCPMG
Hal Ruddick, Alliance Executive Director
Steve Shields, Senior Vice President, National Labor Relations & Office of Labor Management
Partnership at Kaiser Permanente
Lee Saunders, AFSCME President
Joe Guzynski, UNAC/UHCP Executive Director