



# UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals

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

955 Overland Court, Suite 150, San Dimas, CA 91773-1718

Telephone: (909) 599-8622 | Fax: (909) 599-8655 | unacuhcp.org

September 17, 2021

Greg Adams  
Chair and Chief Executive Officer of Kaiser Foundation Health Plan, Inc  
Kaiser Permanente  
1 Kaiser Plaza  
Oakland, CA 94612

Dear Greg,

UNAC/UHCP is a founding member of the Labor Management Partnership, which began almost twenty-five years ago. UNAC/UHCP has participated in programs that have contributed to Kaiser Permanente's success making them an industry leader in quality care, including achieving magnet status at four medical centers. Further, UNAC/UHCP has heavily participated in programs to improve service, affordability, and best practices. This has led to the extraordinary growth of Kaiser Permanente and consequently has provided our union members with a great place to work.

Since 2018, top executives of Kaiser Permanente have too often exhibited a lack of sponsorship and understanding of the fundamentals of partnership. There is a genuine unwillingness by the employer to engage in training or the onboarding of new leaders to the LMP. The most blatant disregard of our history occurred in 2018 bargaining when new labor relations and HR leaders didn't even have a copy of our National Agreement and lacked an understanding of its contents. Despite renewed commitments to improve our partnership processes, we find ourselves in a worse situation in our 2021 bargaining cycle. We've experienced the following:

- The refusal to include Maui Health System in the Labor Management Partnership after previous commitments by the employer to do so.
- The employer's aggressive attempt to obstruct therapists in Northern California from organizing, despite our organizing agreement.
- Refusal to extend partnership benefits and processes to newly organized units, i.e., EISA, LMP Committees.
- The exclusion of labor from a joint "wage study" agreed to in 2018 bargaining resulting in a bias, inaccurate and unsupported study. The study inappropriately compares Kaiser Permanente hospitals to small community hospitals and long-term care facilities that don't begin to offer the same range of services to patients.
- Failure to recognize long standing language and attempts to reinterpret our local agreements.
- Employer's strong insistence on drastically cutting the wages and benefits of employees who have chosen to join our union.

Given these examples of a lack of the employer's commitment to partnership and pursuant to the authority granted to me by my fellow state officers and affiliate leadership, effective immediately, and until further notice, UNAC/UHCP is pausing participation in LMP activities found in the National Agreement. These activities include but are not limited to the following:

- Contract Specialist roles
- Alliance-Partnership Representatives
- Workplace Safety Committees
- Steward Training Sessions
- Unit Based Teams
- Attendance Committees / Reviews
- Local Labor Management Partnership Councils
- Regional Labor Management Partnership Councils
- Total Health/Healthy Workforce

This list is not meant to be all inclusive and we reserve the right to pause participation in other LMP activities not listed. We will continue to participate in contractual meetings in our local agreements and file and process grievances.

We expect the employer to return contract specialists and Alliance-Partnership Representatives back to their respective schedules as soon as possible without loss of pay or hours.

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  
Lee Saunders, AFSCME President