Giving the 2019 Kaiser Contract Fight Our 100%

RESOLUTION 29-18

Whereas:

- Kaiser makes up 55% of SEIU-UHW's membership. The fate of Kaiser members is the fate of UHW.
- The Kaiser contract is the model healthcare workers contract throughout UHW and nationally. It inspires unorganized healthcare workers who are fighting to join SEIU and organized healthcare workers who are fighting to raise the standards in their contracts.
- Kaiser is illegally refusing to bargain our National Agreement unless we sign away our rights to take political action and speak up for our patients.
- Kaiser is experiencing record profits ($3.8 billion last year), escalating reserves ($29 billion) and out of control executive pay (CEO makes over $10 million a year). Yet they are demanding benefit cuts and the lowest wage increases in decades from all the unions they are negotiating with.
- Kaiser is on an outsourcing binge, threatening the jobs of hundreds of gardeners, call center workers, LVNs, parking attendants, drivers and warehouse workers, prompting Kaiser workers to ask, "Who's next?"
- Kaiser has ignored the voices of over 39,000 SEIU-UHW members who have called on them to come to the bargaining table and stop outsourcing. They have also disrespected the voices of over 85 elected officials who have made the same demands of Kaiser.
- Kaiser is also failing its patients and communities. They continue to raise rates on patients in California who are facing some of the highest healthcare costs in the country. They are not required by the state to disclose information on costs that every other healthcare system must disclose and contribute nothing to the tax base that funds public services. They serve less than one third the number of low-income Medi-Cal beneficiaries as other non-profit hospitals.
- Kaiser is attacking the foundation of the Labor-Management Partnership, which was responsible for leading a 20-year improvement in patient care, threatening to deteriorate the standards of care our patients have come to count on.

Therefore, be it resolved that: the top priority of SEIU-UHW in 2019 will be an all-out effort to ensure that the 85,000 members of the Coalition of Kaiser Permanente Unions achieve a great National Agreement in the face of Kaiser's attacks on workers and patients. This means:

1) For SEIU-UHW members and leaders at Kaiser:

    - We must focus all of our energy on creating a leadership structure that covers 80% of our members, educates them on what's at stake and can mobilize them to take

increasingly strong action, culminating in a strike if necessary, to achieve the contract we deserve.

- Every leader in every role in the organization: Executive Board member, steward, UPR, Contract Specialist, Rep Chair, UBT Labor Co-Lead, etc., must treat this effort as their primary responsibility, give their 100% effort to achieving it or, if they are unwilling to do what it takes, should be prepared to step down to allow others to step up. To this end, the Executive Board of SEIU-UHW is prepared to use all appropriate powers to enforce this directive.
- Every leadership body from the KDSC to the facility steward councils will orient themselves to prioritize this effort and recognize that anything that distracts from this is undermining our ability to secure our future.

2) For SEIU-UHW members and leaders in the Hospital and Community Divisions:

- We must also focus on building our 80% leadership structures and community-based leadership teams to ensure that we have the organization to fight for our futures and contribute to the Kaiser fight that affects us all.
- Every leadership body in the Hospital and Community Division should make a plan on how to actively participate in the fight to ensure that Kaiser workers continue to have a model contract and that Kaiser behaves as a responsible corporate citizen in our community, ensuring accessible, quality healthcare for all.

3) For all leaders at SEIU-UHW: We will put the full weight of the organization behind a plan that includes:

- Large public actions, including pickets, marches, civil disobedience and, if necessary, a strike, to ensure a great new national agreement.
- Adopting state legislators in every area of the state, keeping them informed of the Kaiser struggle and working with them to pass legislation to make Kaiser more transparent to the public that supports it and accountable to serving all Californians.
- Calling out the impact of Kaiser's outsourcing and failure to contribute to local communities and demanding that local officials take action.
- Building alliances with labor organizations throughout the state who are fighting to keep healthcare affordable and call on Kaiser to be a part of the solution, not the problem.
- Invest in partnerships with other Coalition unions to nationalize the fight to win at Kaiser.

We will treat this fight as a fight for the future of our union, our professions and our families and will act accordingly in every step we take.