

## **Resolution**

### **Coalition of Kaiser Permanente Unions**

Whereas, over two decades of real labor-management partnership has made Kaiser Permanente more successful and profitable today than it has ever been and has set the industry standard for healthcare wages, benefits and job security.

Whereas, this year Kaiser Permanente management abandoned the partnership by withdrawing from National Bargaining, exacerbating divisions among labor and pre-conditioning bargaining on unions signing away basic rights in a unilaterally produced “Partnership Agreement.”

Whereas, the National Labor Relations Board has unequivocally determined that Kaiser Permanente’s unilateral withdrawal from National Bargaining and pre-conditioning of bargaining is a violation of the law that will not be allowed to stand.

Whereas, Kaiser Permanente’s success is built on its reputation as a pro-labor healthcare provider and the violation of national labor law is fundamentally undermining that reputation.

Whereas, Kaiser Permanente’s commission of unfair labor practices, outsourcing of employees, quest for concessions and unilateral actions are resulting in an increase in workplace tension, work actions and public criticism of Kaiser Permanente’s direction, all of which is not in the long-term interests of maintaining Kaiser Permanente’s position as the employer and provider of choice for the labor movement.

Whereas, Kaiser Permanente’s unilateral actions have resulted in a departure from Interest-Based Bargaining for newly organized units and a refusal to integrate Partnership language in local contract negotiations.

Therefore, be it resolved that the delegates to the 2018 Union Delegates Conference of the Coalition of Kaiser Permanente Unions call on Kaiser Permanente to immediately return to the national bargaining table, without pre-condition, and negotiate a long-term, standard setting national agreement that is worthy of our tradition of true partnership.

Approved  
December 15, 2018