

A NEW COALITION

On Monday, March 26, 2018, we made a final decision to leave the Coalition of Kaiser Permanente Unions (CKPU) and form an alliance of like-minded partner unions, which will include UNAC/UHCP and HGEA (AFSCME), UFCW Locals 1167, 135, 1428, 1442, 324, 770, 555, 7, 1996, 27, 400, and 21, USW Local 7600, IBT Local 166, KPNAA, IUOE Local 501 and Local 1, OFNHP (AFT Local 5017), and ILWU Local 28. Together, we represent over 45,000 members across hundreds of job classifications in nearly every geographic area where Kaiser Permanente has a presence.

This alliance of like-minded unions shares a deep commitment to each other, as well as to a partnership with Kaiser Permanente. Our united intention is for KP to recognize the above unions in a new coalition in order to continue our mutually beneficial partnership, and to have a unified National Agreement alongside local agreements.

Over the past 30 months, we have worked diligently to try to keep the CKPU together and strong heading into 2018 national bargaining. Regrettably, SEIU-UHW's attempts to control the Coalition have made this impossible. Almost immediately after signing the Portland Agreement in August of 2017, SEIU-UHW subverted this agreement, which outlined a framework for how the unions would work together in national bargaining. Subsequently, UHW filed, then withdrew, a ballot initiative aimed at crippling Kaiser Permanente, and signed a Code of Conduct along with the other partner unions with KP, which we hoped would resolve our differences so that we could enter national bargaining as a unified coalition. However, on Monday, March 19, 2018, at a labor caucus, UHW once again engaged in disruptive tactics designed to assert UHW leadership's control over the Coalition, making it clear to us that this behavior will never stop. Ceding control of the Coalition to UHW is not an option and so, instead, we are exercising our right to leave the CKPU.

Our alliance of like-minded unions will no longer be held captive by SEIU-UHW. The behavior of SEIU-UHW continually fractured our unity and our ability to focus on bargaining. This is why we believe we serve you, our members, best by taking this strong action.

As the alliance between AFSCME, UFCW, USW, IBT, KPNAA, IUOE, OFNHP (AFT), and ILWU formalizes, you may have questions. Other unions may attempt to create confusion. During this process we will keep all of our members updated as new information becomes available.

There is still a lot of work to be done to make our new alliance a reality. We are confident we can do it with your support and involvement. We continue to believe that working together gives us the most direct path to success in 2018 bargaining.

IMPORTANT TO KNOW - Our current National Agreement and Local Agreements are in effect until they expire or we negotiate updated agreements. That means your wages, benefits, and working conditions will remain the same. The Partnership is fully funded through the end of 2018 and all jobs paid for by the Partnership will continue. It's more important than ever to continue our collaborative work with KP. Lastly, our new alliance intends to bargain an updated National Agreement. Precise plans are still being worked out and we will keep you updated, but all parties are intent on bargaining.

