



2015 NATIONAL BARGAINING BEGINS

Hundreds of frontline workers and union leaders from the Coalition of Kaiser Permanente Unions joined managers and top leaders from Kaiser Permanente in Costa Mesa, California, this week to kick off negotiations on a new national agreement.

The talks, which will determine the future direction of the [Labor Management Partnership](#), began with a day of presentations about the topics that will be the focus of this year's negotiations—total health and workplace safety, the work of the future, and how to achieve operational and service excellence in partnership.

“Nowhere else will 100,000 unionized workers come together to talk about how do we continue to improve upon what's already a world-class organization,” said Dave Regan, the president of SEIU-UHW West. “We do partnership here because

it produces better care, it produces better financials for the company, and it produces a better standard of living for the workforce.”

“We have chosen a high-road strategy – one that combines industry-leading wages and benefits, high performance, and high value to health plan members and customers.”

— **Hal Ruddick**, executive director of the Coalition of Kaiser Permanente Unions

OPENING PRESENTATIONS

Dr. Artie Southam, executive vice president of Health Plan Operations, described how consumers' rising demands for transparency, value and personalized service are putting pressure on the health care industry to provide service at the level of the country's top retail companies: “Our key work ahead is to consistently meet evolving and new consumer expectations everywhere throughout Kaiser Permanente.”

Denise Duncan, executive vice president of UNAC/UHCP, AFSCME, explained that union coalition members are embracing the coming

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changes in health care—and they want to design the changes, not just implement them.

“There’s no question technology and innovation are huge for us,” she said. “We have seniors and we have millennials [as Kaiser Permanente members], and the one thing they all have in common is they want to get their care close to where they are.”

INTEREST-BASED BARGAINING TRAINING

The second day of the kick-off session was dedicated to training the members of the Common Issues Committee—the team that will bargain the new national agreement—as well as the bargaining observers and alternates in how to engage in [interest-based bargaining](#). Labor and management focus on resolving issues rather than staking out adversarial positions, and then collaborate on finding a solution that meets the interests of both parties—with the goal of reaching consensus.

“So far bargaining has been what I expected, and more. We were prepped very well for this. You can really see the partnership in the room.”

— **Lupe Quezada**, patient financial advisor at Riverside Medical Center and union representative for USW Local 7600

STICKER UP

Want to feel more connected to the bargaining process? Show support for your brothers and sisters at the bargaining table. Join the Coalition of Kaiser Permanente Union “sticker up” campaign, a fun, positive way to show our Union Coalition solidarity. Check with your local union representatives for stickers and sticker event days.



STAY TUNED; STAY IN TOUCH

For updates after each bargaining session, and to see video highlights of our unique style of bargaining, visit our website bargaining2015.org.

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