



PSW Benefit Resources has researched the pending National Union of Healthcare Workers (NUHW) strike and it appears to be very large. There are 4,000 healthcare workers represented by the NUHW who will be walking out and conducting a strike, Thursday, September 22nd. There are an additional 17,000 Registered Nurses with the California Nurses Association (CNA) and /or National Nurses Union (NNU) and 2,000 Stationary Engineers from Operating Engineers, Local 39 who will participate with a Sympathy Strike in conjunction with the NUHW strike. The NUHW website lists 21 locations that will have manned picket lines operational from 7:00 AM to 8:00 PM in Northern California. There will be another 6,000 CNA/NNU nurses conducting their own separate strike at Sutter Hospitals as well as Children's Hospital of Oakland, thus comprising 23,000 total nurses on strike for the day.

At Kaiser's flagship Southern California hospital, Kaiser Los Angeles Medical Center (LAMC), over 1,100 NUHW-represented Registered Nurses will walk off the job for three days beginning on Wednesday, September 21st.

Throughout the Southern California region, about 1,200 Social Workers, Therapists, Health Educators, Dietitians, Speech Pathologists and Audiologists will engage in a two-day strike on September 21st and 22nd.

Local Democrats will join CNA picket lines at Kaiser Santa Rosa and Sutter Santa Rosa as part of a statewide, 24-hour sympathy strike involving 23,000 nurses at 34 hospitals.

Kaiser Permanent has issued the attached notices stating their facilities will be open and operational during the work stoppage.

We have included an email notice from Kaiser Permanent for your review and attached flyers that Kaiser Permanente has prepared.

Dear Value clients,

I want to make you aware of a current labor issue. The National Union of Healthcare Workers (NUHW), which represents approximately 4,000 Kaiser Permanente employees in California, has informed us that, beginning September 21 in Southern California and September 22 in Northern California, they'll conduct a series of work stoppages and picketing related to current contract negotiations. While we recognize the NUHW's legal right to conduct a work stoppage, we believe the bargaining process is the best way to resolve our differences.

We're talking—and will continue to talk—with each of the unions representing our employees to ensure Kaiser Permanente is able to deliver on our mission of providing high-quality, affordable health care over the long term. As we look to the future, we must work to maintain the affordability of the services we provide, assuring that our members and customers continue to experience the quality and value of our integrated system.

In the event of a strike, our first priority is the safety and care of our members and patients. While we'll reschedule some appointments and elective procedures, all of our facilities will remain open. We have contingency plans in place and are taking all necessary steps to continue providing high-quality care and service.

The involved NUHW-represented employee groups and labor action dates are:

Southern California:

Psych-Social Workers (1,112 licensed clinical social workers and addiction specialists)—two-day strike beginning at 6 a.m. on Wednesday, September 21, with a return to work at or after 6 a.m. on Friday, September 23

American Federation of Nurses (1,136 employees at our Los Angeles Medical Center)—three-day strike beginning at 6 a.m. on Wednesday, September 21, with a return to work at or after 6 a.m. on Saturday, September 24

Health Care Professionals (294 dietitians, audiologists, and health education specialists)—two-day strike beginning at 6 a.m. on Wednesday, September 21, with a return to work at or after 6 a.m. on Friday, September 23

Northern California:

Optical Workers and Behavioral Health employees (1,500 workers)—one-day strike beginning 7 a.m. on Thursday, September 22, with a return to work at or after 7 a.m. on Friday, September 23 (from 6 a.m. on September 22 to 6 a.m. on September 23 at the Richmond Medical Center Lab)

Additionally, the **California Nurses Association (CNA)**, which represents some 17,000 Kaiser Permanente nurses in Northern California, will conduct a one-day work stoppage on September 22 concurrent with the NUHW work stoppage. Kaiser Permanente and CNA negotiated a new three-year contract earlier this year that went into effect on September 1, and we're not currently in contract negotiations with CNA. Our bargaining with NUHW doesn't affect CNA. It's our position that a CNA-sanctioned work stoppage is inconsistent with the new contract that just went into effect.

We respect the rights of employees to work with, and support the work of, their representative unions. We're engaged in ongoing negotiations with NUHW and are bargaining in good faith to reach a fair and equitable agreement with the union. While negotiations continue, Kaiser Permanente will continue to work to ensure that our members and patients receive safe, quality care before, during, and after these events.

If you have any questions, please contact me.

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