

Frequently Asked Questions – A New Union Coalition

What happens to the current National Agreement (NA)?

- The NA remains in full force and effect to our members. It expires on 9/30/2018, and we are taking the steps to bargain a new national agreement prior to then. We are working with all of our new affiliate locals to accomplish this goal.
- This means your working conditions, benefits, and wages will follow the current local and national agreements.

Why are we departing CKPU and forming a new Coalition?

- To obtain the best labor agreements this year.
- To ensure we best advocate for our local union members.
- To ensure our members' interests do not get derailed by a local union in California, SEIU-UHW, whose leadership has continuously demonstrated its desire is to take control of the Coalition. We will not cede control to SEIU-UHW.

Will we be engaging in national bargaining?

- It is our intent to bargain a new national agreement.
- We are taking the steps with our affiliate local and international unions to bargain a new national agreement prior to the current NA's expiration.

What is the timeline for a new agreement?

- The current national agreement expires on September 30th, 2018, and we are taking steps to achieve an agreement accomplished prior to the NA's expiration.

Will we continue to engage in Partnership activities in the region and nationally?

- We are departing CKPU, not the Labor-Management Partnership.
- Yes, we will continue to engage in Partnership activities, and it's our intent to remain full partners.
- **UBTs.** We ask our members to remain full participants of the Unit-Based Teams throughout each region and to continue to solve for the important opportunities and issues that you do each day to make KP and the unions what they are today.
- **LMP Committees.** The labor designees for each committee should remain full participants of these groups throughout each region and to continue to solve for the important opportunities and issues that they do each day to make KP and the unions what they are today.

What about the lost-time positions?

- The lost-time positions are fully-funded through 2018, and we believe those positions will remain in place this year until we come to a new agreement with KP.

What are the next steps for the union?

- Create governing documents for the new coalition.
- Arrange for KP to bargain with us through the new coalition.
- Bargain a new national agreement between KP and the unions of the new coalition.

Who are the other unions that we affiliate with through the new coalition?

- The other unions represent a cross-section of major international unions throughout the country. We have collaborated and worked well with the other unions over the course of our affiliation – over the last 20 years.
- This new Coalition represents about 45,000 workers in Kaiser Permanente.
- The international unions of which these locals are chartered bodies represent millions of workers throughout the country. As of right now, the new coalition will comprise the following unions: 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.
- Many professional and technical job classifications in healthcare are represented by these other local and international unions.
- The committed affiliates of this new coalition represent workers in every KP region except for two.

What will happen to the SEIU, OPEIU, and other local unions that are in CKPU?

- We support the union members these locals represent. Working people must stay united and we should look after each other. However, we cannot be derailed by the leader of a single local.
- We cannot predict what will happen for these locals or the Coalition of KP Unions.
- Our core focus is making sure our members get the best agreements possible.

What are the next steps of union members in this new Coalition?

- Stay informed through our union meetings, email, and social media.
- Stay focused on the great work that you do every day to make sure patients are well-cared-for and safe.
- Take action with us to get the best national contract. A good agreement will require that every single union member is engaged and willing to take action.