

**WFSE/AFSCME Council 28 | Alliance of Healthcare Unions Support Resolution
October 2021**

WHEREAS the Alliance of Health Care Unions at Kaiser Permanente have been a major part of sustaining the largest and longest-lasting labor-management partnership in the United States—and the labor of front-line unionized employees have enabled Kaiser Permanente’s fiscal success—which includes a 2020 profit of \$2.2 billion, \$44.5 billion in reserves, as well as expanded health plan membership;

WHEREAS The Alliance of Health Care Unions, including the locals of AFSCME, UFCW, USW, IBT, KPNAA, IUOE, AFT, UNITE HERE, ILWU, and HNHP, representing 52,000 health care workers from 21 locals is currently in contract negotiations with Kaiser Permanente;

WHEREAS tens of thousands of Kaiser Permanente employees stand united for the best care and best jobs and are willing to use their collective power to fight their employer’s efforts to slash wages for future workers and limit increases for workers currently facing COVID, chronic staff shortages, and burnout;

WHEREAS Kaiser Permanente continues to tout investments in buildings, equipment and technology but fails to include meaningful investments in its greatest asset: the people who heroically provide care and service to patients;

WHEREAS tens of thousands of our union siblings are health care workers whose commitment to patients have saved countless lives, especially during the unprecedented COVID-19 pandemic—must emerge from these consequential negotiations with a new contract that empowers them with the personal security, dignity, and the decision-making capacity in the workplace necessary for the best care of our families and our communities; and

WHEREAS Kaiser Permanente executives in Washington State have yet to register a response to a September 27, 2021, WFSE/AFSCME letter stating our intent to:

- present a formal resolution in support of Alliance health care union members to the full governance board of WFSE on October 7, and
- consider by the full delegate body representing over 46,000 public service workers at the WFSE Constitutional Convention scheduled October 9 to 10, 2021.

Now, therefore, BE IT RESOLVED that on behalf of over 46,000 public service workers represented by WFSE/AFSCME Council 28 in Washington State, we recognize the choice in offering Kaiser Permanente Health Benefits to our members not only helps in providing quality care to and their families – it also supports the excellent jobs and exceptional level of care needed for our collective health as a labor community;

That the members of WFSE/AFSCME Council 28 express firm support for and solidarity with 52,000 Alliance health care union members working to sustain high-quality care on behalf of all families and individuals –particularly impacting our members who choose Kaiser Permanente’s health plan; and

That WFSE/AFSCME Council 28 pledges to bring public attention to issues raised by Kaiser Permanente employees and their unions during these negotiations—thereby improving the power of our collective aim to secure leading wages, quality work-life, and quality care through labor and community alliances across the United States.

That WFSE/AFSCME Council 28 encourages its members to stand in solidarity with Kaiser Permanente unionized workers across the nation calling on Kaiser Permanente executives to invest in patients and the people who provide care and services by signing and sharing this petition link: <https://www.change.org/invest-in-care>.

10/8/21 The committee recommends adoption.

10/7/21 Executive Board recommends adoption.