

Sent Via Email

August 4, 2021

Steve Shields  
Senior Vice President  
National Labor Relations & OLMP  
Kaiser Permanente Health Plan & Hospitals  
One Kaiser Plaza, 2435 Lakeside  
Oakland, CA 94612

Re: Demand to Bargain

Dear Steve:

We received Kaiser Permanente's vaccination mandate on Monday, August 2<sup>nd</sup>. The Coalition of Kaiser Permanente Unions (CKPU) is very disappointed about management's complete lack of engagement and partnership in this process.

We were notified of the planned vaccination mandate on the afternoon of Friday, July 30<sup>th</sup> and the mandate was issued the following Monday, leaving no opportunity for Coalition leaders and members to provide any input into the process. Abandoning the partnership process and sidestepping CKPU's involvement in the crafting of the vaccine mandate does not further the public health goals and safety issues that we are all very concerned about. Now, many members, who have been serving on the frontlines of this pandemic, are responding to the mandate through a lens of anger and disappointment rather than through a shared lens of public health and safety. Early engagement and acting in partnership would have led to a much more positive response to this issue.

Please consider this notice to be a demand to bargain over the impact of the unilaterally issued vaccine mandate. Please provide us with dates and times as soon as possible to meet on this important issue. Given the public health crises and the short timelines in the mandate, we expect you will prioritize and expedite our meeting.

We are all very concerned with the COVID-19 resurgence and with the safety and health of our members and our patients. Day after day of this pandemic, CKPU members have shown up for our patients and community and made countless sacrifices. We strongly believe that we can most effectively address these issues, and those yet unseen, by working together in partnership and with the inclusion of frontline workers' experience and expertise, rather than Kaiser acting unilaterally and without our members' input.

Sincerely,



Steven Ward  
CKPU National Director

cc: Jim Pruitt  
Vice President, LMP and Labor Relations

Christian Meisner  
Senior Vice President & Chief HR Officer