

# An Open Letter from SEIU-UHW Executive Board Leaders to Our Co-workers and Patients

## WHY WE ARE CALLING FOR A SYMPATHY STRIKE IN SUPPORT OF OUR UNION CO-WORKERS

As SEIU-UHW Kaiser union leaders, we are calling on our 30,000 SEIU-UHW Kaiser union members in Northern California and other union members to join Local 39 engineers in a sympathy strike on Nov. 18, 2021 to protest Kaiser's unfair labor practices and disrespect of healthcare workers.

Kaiser used to embrace the labor movement and try to be the provider of choice for union members. But now, Kaiser is on a different path, engaging in union-busting by allowing the engineer strike to continue for more than seven weeks. Kaiser's position that frontline workers are "overpaid" is demeaning, especially as it continues to rake in billions of dollars in profits during the pandemic and pays dozens of executives million-dollar-salaries. **We cannot allow Kaiser to continue to engage in this anti-worker bullying or else we will face the same when we go back to negotiations in less than two years.**

Not only are Kaiser Permanente executives failing to confront the crisis in care brought on by the COVID-19 pandemic, their drive for profits to the detriment of patients and workers is making it worse. Our patients are being charged more for care but getting worse results with less hands-on attention and longer delays. Kaiser's focus on cutting pay rates and reducing benefits for workers instead of recognizing our sacrifices during this extraordinary time is so demoralizing that many of us are considering leaving our jobs.

We can relate to how disrespected the engineers feel by Kaiser's unfair labor practices. We see it every day - not enough staff to care for patients safely, mandated overtime and vacation denials even though we've put in tons of extra hours, bonuses slashed because we didn't improve attendance in the midst of a deadly virus surge, work outsourced, COVID leave stopped before COVID is brought under control, and on and on and on.

We reject what Kaiser is becoming. Enough is enough.

