

**The following resolution is proposed in support of 52,000 health care union members from 21 locals entering contract negotiations again this year with their employer Kaiser Permanente—a health insurance and care provider serving hundreds of thousands of public and private sector union families.**

**The Alliance of Health Care Unions includes the locals of AFSCME, UFCW, USW, IBT, KPNAA, IUOE, AFT, UNITE HERE, ILWU, and HNHP.**

**AFSCME 3299 RESOLUTION in Support of Alliance Health Care Union Members:**

WHEREAS the Alliance unions of Kaiser Permanente have been a major part of sustaining the largest and longest-lasting labor-management partnership in the United States—illustrating that strong relationships among labor, management and physicians can lead to quality care and better health outcomes.

WHEREAS front-line unionized employees make Kaiser Permanente a quality place of work and an excellent place to receive care —by engaging in daily mutual decision-making and problem-solving, working confidently under the best possible employment and income security agreement, and actively persuading organizations all over the country to utilize Kaiser Permanente’s health plan.

WHEREAS Kaiser Permanente has been successful under this partnership, with a 2020 profit of \$2.2 billion, healthy average operating margins over the past decade, expanded health plan membership, and the doubling of its unionized partnership workforce—even as health systems have folded and union membership has declined elsewhere.

WHEREAS, in an era of health care disparity, uncertainty, and competition, Kaiser Permanente and its partnership unions must successfully remain united in the purpose of providing better access to high quality health care for millions of people and creating the industry-leading jobs that every community needs in order to thrive.

WHEREAS tens of thousands of health care workers throughout Kaiser Permanente’s enterprise—whose commitment to patients have saved countless lives —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.

Now, therefore, BE IT RESOLVED:

That AFSCME 3299, on behalf of the more than 31,000 workers we represent at the University of California across the state, recognizes that choosing to purchase/offer Kaiser Permanente Health Benefits improves the health needs of our members and their families, but also supports the best jobs and the best care needed for our collective health as a labor community, and

That AFSCME 3299 expresses firm support for and solidarity with 52,000 Alliance health care union members empowered through their historic partnership to sustain high-quality care on behalf of all families and individuals —particularly our union members —who choose Kaiser Permanente’s health plan; and

That AFSCME 3299 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.

**Adopted by the AFSCME 3299 Executive Board on September 26, 2021**