

Meet Your Calling - Come in for Your Patients

This message is sent on behalf of Ann Williamson, PhD, RN, NEA-BC, Regional Chief Nurse Executive and VP Clinical Integration Services, KFHP/H; and DuPriest Hill, RN, MSN, Regional Director, TPMG Clinical Practice, TPMG Consulting Services, TPMG.

Dear Nursing and PCS Colleagues,

We are all grateful that Kaiser Permanente and the Pharmacy Guild reached a tentative agreement for a new contract, averting a 7-day strike that would have impacted our members and each of us who are devoted to the health of our patients. This welcome development occurred after a tentative agreement with the Alliance, demonstrating that the bargaining table is the best venue for reaching agreement.

We deeply appreciate and value your tireless work during the pandemic to provide exceptional care and care experiences to our patients and members.

We respect your right to participate in a protected strike. However, your patients need you in the clinic and at the bedside. We've shown this week that we can reach tentative agreements with the unions that represent our employees. There is every reason to believe we also can resolve our remaining differences with Local 39 at the bargaining table and we are pleased that they returned to the table again today.

As you consider the difficult decision whether to participate in a sympathy strike with Local 39, we hope you will consider the inherent dependence and trust that our members and patients put in us to be there for them.

Please be informed as you decide whether to come to work on Thursday (SEIU) or Friday (CNA). Go to **For the Record** for the latest information. In the end, I hope you will choose to be there for your patients and co-workers. We appreciate all you do and your careful consideration.

GET THE FACTS AND MAKE AN INFORMED DECISION

Our proposals to Local 39 will keep our engineers among the best compensated in their profession.

- ✓ We are not proposing any take aways.
- ✓ We are offering across-the-board pay increases and bonuses.
- ✓ We are offering generous medical and retirement benefits.
- ✓ Our proposals do not differentiate between current and future employees.
- ✓ Local 39 has declined to provide bargaining dates previously, but we are pleased to say they returned to the bargaining table yesterday and we have another session today.

We hope you will encourage your union leadership to get the facts and to urge Local 39 to continue bargaining in good faith so we can reach a mutually beneficial agreement with them as well.

GET THE FACTS

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