

# United States Senate

WASHINGTON, DC 20510

November 12, 2021

Greg A. Adams, Chair and CEO  
Kaiser Permanente  
One Kaiser Plaza  
Oakland, CA 94612

Dear Mr. Adams:

We write you today to express our strong support for the 32,000 Kaiser Permanente workers who provided notice that they will strike on November 15<sup>th</sup> unless negotiations improve and the 8,000 additional workers who have authorized a strike. It is our sincere hope that a fair contract will be reached as soon as possible between Kaiser Permanente and the workers represented by AFSCME, AFT, ILWU, IUOE, IBT, UFCW, UNITE HERE, and USW at health care facilities in California, Colorado, D.C., Georgia, Hawaii, Maryland, Oregon, Virginia, and Washington.

These workers have been on the frontlines in our fight against COVID-19. They risked their lives to save patients—showing up to work despite not being provided basic protective equipment. We've been told that some were even forced to sleep in their cars and hotels to protect their families. These employees are heroes and heroines and should be treated as such.

Sadly, you have taken another approach. Instead of treating these workers with the dignity and respect they deserve you have demanded that they accept just a 2 percent wage increase and a two-tier system that allows you to pay new workers lower wages. Considering your recent profit margins, we find this offer to be demeaning and unacceptable. These dedicated workers deserve a fair wage increase, and the new generation of Kaiser Permanente workers should have the same pay structure as those who are longer-term employees.

To add to these concerns, you have refused to negotiate a fair contract with Kaiser workers who organized unions more than two years ago. Your company has also failed to address unequal wage scales that have a racially discriminatory impact, and you have rejected proposals to work with employees to safeguard patient care by improving staffing.

Mr. Adams: During the peak of the global pandemic, in 2020, your company made \$2.2 billion in operating profits. Let's be clear. Those company profits did not occur by accident. They occurred because your employees were on the job, working tirelessly in the midst of a life-threatening pandemic. Now, at a time when Kaiser is sitting on \$44.5 billion in cash reserves and your insured membership has grown to 12.5 million, the company wishes to diminish the safety, security, and wellbeing of its workers, rather than improve them. That's just not right. Your employees deserve better.

In this moment, Mr. Adams, you can do the right thing. Sit down with your workforce and, in good faith, negotiate a fair contract.

Sincerely,

# United States Senate

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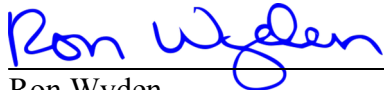
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Bernard Sanders  
United States Senator



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Mazie K. Hirono  
United States Senator



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Ron Wyden  
United States Senator



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Cory Booker  
United States Senator



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Tammy Baldwin  
United States Senator



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Jeffrey A. Merkley  
United States Senator



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Elizabeth Warren  
United States Senator



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Kirsten Gillibrand  
United States Senator