

UFCW Locals 135, 324, 770, 1167, 1428 & 1442



October 1, 2021

Sent Via E-Mail & USPS

Greg Adams
Chair and Chief Executive Officer of
Kaiser Foundation Health Plan, Inc.
1 Kaiser Plaza
Oakland, CA 94612

Dear Greg,

After over 25 years of working in partnership, UFCW Locals 135, 324, 770, 1428, 1442 and 1167 are pausing our long-term relationship.

It is important to remember that UFCW originally helped KP establish a presence in Southern California. During the late 1980's-1990's, the partnership brought KP from the brink of closing to being recognized as a world class healthcare provider. UFCW has promoted KP in our Taft Hartley Trust Funds in Southern California and other KP Regions. We have collaborated with other non-KP labor unions to promote KP as a healthcare option for their members.

UFCW retail workers stood firm on the need for quality healthcare during the 144-day strike in 2003-2004 that resulted in a 2-tier system eliminating KP healthcare as an option for new hires. UFCW fought hard for 15 years to reinstate KP as a healthcare option for ALL UFCW Southern California retail workers. A win for UFCW members and for KP. From our experience with the 2-tier system, we know it is detrimental to current and future UFCW members.

UFCW Pharmacy members support the KP mission of providing quality care by helping our members with their medication management. The expectation of our KP members is that the Pharmacy is available even during a pandemic. Many of our KP members have developed relationships with our UFCW Pharmacy staff and count on their service and expertise to help them thrive under difficult circumstances.

UFCW CLS/MLT members work around the clock to provide our members and their physicians the accurate and timely results necessary for high quality care. During the weeks and months of the pandemic, our CLS/MLT members went the extra mile sacrificing their own health and the health of their families to continue to perform their work.

UFCW Kern County members are the face of KP. Our UFCW Kern County members provide high quality all-inclusive medical services that our KP members expect from admission to diagnosis to discharge. During the pandemic this region was hit hard but our UFCW members sacrificed to provide the care that was needed and continues to be needed as we navigate the effects of COVID-19.

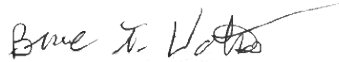
Today, the lack of partnership is marked by KP simply saying "not interested" during crucial negotiation discussions. KP's diminishing commitment to partnership has negatively impacted staffing and patient care. KP's failure to recognize the commitment and sacrifices that the labor partners have made during these past 18 months of the pandemic is unacceptable. Without KP's commitment to work in partnership with the unions, we are unable to promote KP as the best place to work and the best place to receive healthcare.


Effective immediately, participation in activities of Partnership will be paused by UFCW leadership and members as authorized by UFCW. UFCW reserves the right to pause participation in other LMP activities not listed below.

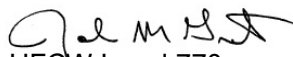
- Local and Regional LMP Councils and/or Strategy Group and/or Integrated Leadership Councils UBTs and UBT projects
- Attendance Committees/Reviews
- Workplace Safety / Workplace Violence Committees
- Total Health / Healthy Workforce Committees
- Education and Training Committees
- Rewards and Recognition Committees
- Rise and Renew / Employee Wellness Committees
- Workforce of the Future/Jobs of the Future Committees
- Equity Diversity and Inclusion Committees


UFCW will continue to enforce our local Collective Bargaining Agreements, including the filing and processing of grievances.

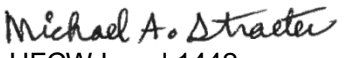
Sincerely,



UFCW Local 135
Todd Walters, President


UFCW Local 324
Andrea Zinder, President


UFCW Local 770
John Grant, President


UFCW Local 1428
Mark Ramos, President


UFCW Local 1442
Michael Straeter, President


UFCW Local 1167
Joe Duffe, President

cc: Julie Miller-Phipps, President Southern California and Hawaii Health Plan and Hospital
Sylvia Everroad, Chief Operating Officer, SCPMG
Hal Ruddick, Alliance Executive Director
Marc Perrone, President UFCW International