UNITE HERE!

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Via Email: kimi.t.gaudi@kp.org

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Subject: Unite Here! Local 5 Pause on Partnership

The purpose of this communication is to notify you that Unite Here! Local 5 is pausing participation in partnership effective Tuesday, October 7, 2025. Our members have been active participants in the partnership for several years now and have been committed to the Labor Management Partnership every step of the way. We are truly disappointed in the erosion of the commitment to Partnership by Kaiser Permanente over the past several years.

Twenty-eight years of factual data validate that working in a true LMP fashion ensures KP continues its historical trajectory of being and becoming furthermore a successful, profitable, innovative, and industry-leading employer and health care system for members of our communities. Today, the lack of partnership is marked by the employer's failure to bargain in an interest-based process and truly recognize and respect the value their workforce brings to the success of Kaiser. Actions speak louder than words.

Unite Here! Local 5 has participated in programs that have contributed to Kaiser Permanente's success (i.e. Affordability Task Force, UBTs, Quality and Service committees, etc) making KP an industry leader in quality care. Unite Here! Local 5 has participated in programs to improve service and best practices that have led to the extraordinary growth of Kaiser and consequently has provided our union members with a great place to work.

During and after the most devastating pandemic of our lifetime, many health care employers and the general public recognized the value of our health care workers and those other essential workers in our communities. As partners, Unite Here! Local 5 engaged in interest-based bargaining believing that KP was willing to come to the table showing respect and value to the workers who have stood by the organization and took care of the Kaiser members in our community while making sacrifices during those COVID years. Sadly, Kaiser has failed to do so and in fact, despite our Hawaii workers saving over $7 million dollars last year, KP wants to limit any direct impact to their contractual benefits to 0.5% of payroll for each bargaining unit. This amount emphasizes the lack of respect to these workers that KP would not keep up with community standards related to longevity, differentials, on-call pay, etc. set recently by KP's biggest competitor in Hawaii. In fact, Kaiser wants us to accept lower standards than what has already been achieved within Kaiser in this region.

For years, top leadership in the region have not done a good job of making sure that all managers that they lead exhibit partnership behavior and truly take worker voices into account. Effective sponsorship has also been an ongoing problem. Despite language in the National Agreement related to Just Culture, Interest-Based Problem Solving, Corrective Action, Issue Resolution, Staffing and backfill to name a few, KP continues to ignore the basic premise of Partnership and engagement of the frontline.

It is evident from KP's proposals and behavior in all aspects of bargaining that KP is no longer interested in participating in an equal partnership. The unilateral decisions and lack of engagement with Unite Here! Local 5 leadership and membership over the past several years is truly indicative of the lack of commitment to Partnership.

For these reasons, Unite Here! Local 5 is pausing participation in LMP activities found in the National Agreement. These activities include but are not limited to the following:

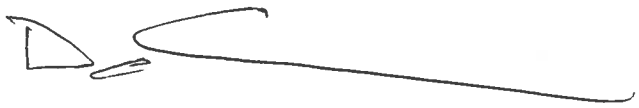
- Alliance-Partnership Representatives
- Workplace Safety Committees
- Unit Based Teams and UBT projects
- Affordability Task Force
- Attendance Committees / Reviews
- Hawaii Market Labor Management Partnership Councils
- Total Health/Healthy Workforce
- LMP Training Activities

This list is not meant to be all inclusive and we reserve the right to pause participation in other LMP activities not listed.

We expect the employer to return Alliance-Partnership Representatives back to their respective schedules as soon as possible without loss of pay or hours.

Unite Here! Local 5 will continue to enforce our local Collective Bargaining Agreements, including the filing and processing of grievances and participation in contractual meetings per our local agreements.

Respectfully,



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