

# DON'T FALL FOR THE TRICKS! KP CAN DO BETTER.



## MANAGEMENT TRICKS

1

KP says, "We have a strong offer on the table."

**THE TRUTH IS:** Kaiser's subpar proposal keeps us behind other union workers. Kaiser is pushing for significant takeaways from HNHP members (Laboratory Professionals) bargaining their first contracts. KP is offering very little economic improvements for the other three HNHP contracts.

2

In KP communications to union members and the community, management omits solutions to address the staffing crisis.

**THE TRUTH IS:**

Your Union bargaining teams gave KP proposals months ago to address staffing issues. We are all living through the nightmare of long waits for appointments and reduced direct access to in-person care.

3

"Parasites" comments from influential individual in management.

**THE TRUTH IS:**

Kaiser's silence and lack of an apology on this issue were loud and clear. This exposes the toxic culture, pervasive within the organization. The health care system has strayed from its roots of patient-centered care and is now more focused on hoarding profits.

4

KP management says: "We are well-staffed."

**THE TRUTH IS:** Reducing staffing levels is risky; it directly affects and undermines patient care. KP's disregard for safe patient staffing ratios and floating proposals jeopardize patient safety and outcomes and risks the licenses for nurses for the RNs, NPs, and RTs.

## UNION TREATS

Treat us with respect!



We demand that Kaiser Permanente invest in our communities by investing in the frontline caregivers who have sacrificed through the pandemic and tough economic times. This is the most direct way for Kaiser to improve and expand affordable access to care. Recruitment and retention of the best workers will be achieved through our proposals.

We are smarter than that!



We stand more united than ever to provide our patients and community with the health care they need. We are committed to fighting for fair wages and benefits that reflect the value we bring to Kaiser Permanente.

No need to be sour!



We're demanding genuine respect and acknowledgment for our value and contributions as caregivers at Kaiser Permanente. Partnership emerged from the struggle between healthcare union workers and management in the 1990s. Kaiser Permanente is a successful enterprise today because of union labor and our commitment to patient care.

Give us a break!



HNHP members frequently work without sufficient breaks, support staff or approved time off to recharge. Clinic providers do not have sufficient time to catch up on administrative duties. **Please document any staffing issues via hnhp.org. Log missed breaks and meal periods.**

(Note: All candy referenced is union-made.)

**OUR MESSAGE TO KP: TREAT OUR COMMUNITY WITH RESPECT BY INVESTING IN CARE PROVIDERS.**

# WORKING IN AMERICA



## “As Kaiser Workers Strike, ‘Not-for-Profit’ Is Sitting on \$67 Billion”

Kaiser has doubled down on hedge funds, outside staffing firms, and high executive compensation as workers lag behind.

By Matthew Cunningham-Cook *The American Prospect*

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**We stand united as HNHP, strong for our patients!**

I will continue to do whatever it takes to  
advocate for our patients and our profession.

## KP CAN DO BETTER.



**Hawaii Nurses and  
Healthcare Professionals**

