



NATIONAL BARGAINING SESSION 2

Bargaining Update: Spotlight on Total Health and Workplace Safety

Bargaining continued this week in San Jose, Calif., between Kaiser Permanente and the Coalition of Kaiser Permanente Unions. Nearly 200 negotiators broke into subgroups and continued to hammer out shared management and union interests for 2015 National Bargaining. Along with wages and benefits, these topics—partnership, work of the future, and total health and workplace safety—will determine the future direction of the Labor Management Partnership.

The Total Health and Workplace Safety subgroup is focused on finding ways to help Kaiser Permanente employees enjoy long, healthy, productive lives—and be role models for others.

“Our union members want to be leaders around health, not only at the worksite, but also as visible leaders in their communities,” said Meg

Niemi, president of SEIU Local 49, and a union co-lead of the subgroup.

Good health and good jobs

In 2012, the groundbreaking Total Health Incentive Plan encouraged employees to assess their own health and aim for collective improvement in cholesterol levels and other health measures.

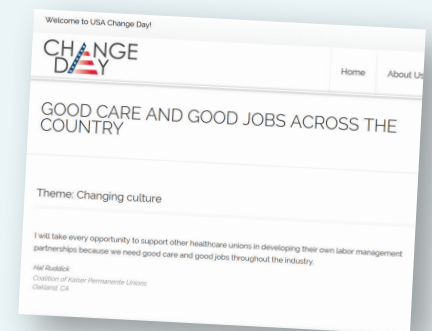
“By living healthier lives, Kaiser Permanente workers can serve as role models for our members and patients, and also contain the cost of our own care,” said Lisa Dupell, UFCW Local 555 and also a union co-lead for the Total Health and Workplace Safety subgroup.

This year, the parties will suggest ways to improve employee access to services such as wellness coaching, encourage healthy eating and break-time exercise, and help them

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MAKE YOUR PLEDGE FOR CHANGE DAY:

The future of health care is here. What can we do to make a difference? USA Change Day is about mobilizing thousands of health care workers to make personal pledges to transform care and service. Visit USACHangeDay.org and follow the directions to make your pledge.



STICKER UP

Our Coalition locals are showing solidarity as our bargaining teams take a seat at the table. Have some shots of your own? Please share them on Instagram with @union_coalition.



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understand and prevent workplace violence and intimidation.

Good jobs and healthy families

The subgroup will also suggest ways to bring a holistic approach to wellness into communities with limited access to healthy food, affordable health services and places to exercise.

“We can’t provide quality, affordable care to our members and communities unless we first provide a safe and respectful environment that promotes the collective health of our workforce,” said Kathy Gerwig, Kaiser Permanente’s vice president of employee safety, health and wellness and the management co-lead for the subgroup.

The next National Bargaining session will take place from May 12 – 14.

Visit bargaining2015.org for more information, videos and slideshows, and to sign up for bargaining updates.

VOICES FROM THE TABLE: TOTAL HEALTH AND WORKPLACE SAFETY

We’re continuing the conversation about the changes we need to build a healthy future—and create the healthiest and safest workforce in the health care industry. And with workers who are healthier, safer and happier at work, we’ll deliver the best care and service to Kaiser Permanente health plan members and patients.

“This is where the fun starts. This is when you get to be creative and start hearing about the innovative ideas and options. All the things we’ve been thinking about for the last three years—we get to voice that here.”

— **Lorie Kocsis, SEIU-UHW**

“When you’re in a better place mentally, physically, you’re in a better place to enjoy work and be productive.”

— **Max Carbuccia, UNAC/UHCP**

“We need to take care of our health, so we can feel better about ourselves and our work, and protect our benefits.”

— **Maria Solano, United Steel Workers Local 7600**

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COALITION OF
KAISER PERMANENTE
UNIONS

This message is being shared across the Coalition of Kaiser Permanente Unions, which represents 100,000 union members in 28 local unions in every KP region.