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## **Resolution Concerning Kaiser Permanente's Anti-Union Behavior in Recent Organizing of Northern California Home Health Physical and Occupational Therapists**

WHEREAS, Kaiser Permanente has a long history as a good union employer, and proudly promotes its innovative "Labor-Management Partnership" as part of its branding and identifies it as one of the reasons it is "The Best Place to Work"; and

WHEREAS, ESC Local 20 represents 1250 professional employees at Kaiser Permanente in the Northern California region who work hard every day to serve their patients and advance the efficient, safe, and effective delivery of health care; and

WHEREAS, during the last few months, approximately 175 Physical and Occupational Therapists in Northern California who deliver Home Health services to home-bound Kaiser patients have overwhelmingly indicated their desire to join ESC Local 20 and thereby become part of the KP Labor-Management Partnership; and

WHEREAS, Kaiser Permanente, despite its formal commitment to promoting the growth of labor unions that are part of the Labor-Management Partnership, has refused to voluntarily recognize the expressed preference of the N. Cal. Home Health Therapists to select ESC Local 20 as their collective bargaining agent; and

WHEREAS, Kaiser Permanente, before the NLRB, is now seeking to block the rights of these Home Health Therapists even to hold an election to self-determine whether they wish to select ESC Local 20 as their union representative; and

WHEREAS, Kaiser Permanente has long enjoyed solid and mutually-beneficial relationships with labor unions across California and the country as a preferred provider of health care, it is especially disappointing now to see such disrespect for the statutory rights of workers to select a collective bargaining representative;

THEREFORE BE IT RESOLVED, that the San Francisco Labor Council hereby condemns Kaiser Permanente's refusal to allow the Northern California Home Health Therapists even to hold an NLRB election, and demands that Kaiser Permanente's leaders immediately reverse course and allow this election to proceed; and

BE IT FINALLY RESOLVED that the San Francisco Labor Council will communicate this message to Kaiser and will seek assistance from other labor and community organizations, and community leaders such as elected officials in order to press Kaiser Permanente to allow the Northern California Home Health Therapists to



exercise their rights under federal labor law to hold an election for union representation.

Submitted by Dominc Chan, IFPTE 20, and adopted by the Executive Committee of the San Francisco Labor Council on August 1, 2016 and by the Delegate Body on August 8m 2016.

Respectfully,

A handwritten signature in black ink, appearing to read "Tim Paulson". The signature is written in a cursive style with a long horizontal line extending to the left.

Tim Paulson  
Executive Director

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