

# insideout

THE VOICE OF UNIONS AT KAISER PERMANENTE

COALITION OF  
KAISER PERMANENTE  
UNIONS

MARCH 30, 2012

Bargaining Update  
Union Delegates  
Conference



## Union Delegates take it to the streets:

Some 700 people attended this year's annual Union Delegates Conference in Hollywood. This year, we kicked our conference off with a bang: some of us promoted health with a flash mob dance in front of the famous Grauman's Chinese Theater; some of us talked to tourists on the street and shared health information; and a final group went to a nearby senior center to administer free blood pressure screenings.

*continued on next page*

**BARGAINING UPDATE:** The second session of national bargaining was held March 27-29, in Los Angeles. Nearly 350 members of the Common Issues Committee, union observers, managers, staff and facilitators participated.

Since the negotiations that created the first National Agreement in 2000, Coalition Unions and Kaiser Permanente have used a distinctive approach called "interest-based bargaining," which begins with identifying broad "interests" of labor and management. (For more information on the process, please visit [www.bargaining2012.org](http://www.bargaining2012.org).)

Before they could begin reviewing interests and generating options, members of the Common Issues Committee faced a big task: understanding the status of current Labor Management Partnership programs and other information vital to their subgroup topics. Most of the five issue subgroups (benefits; growth of KP and the unions; improving and enhancing the partnership;

*continued on next page*



*Union Delegates Conference continued*

Eric Schlosser, author of *Fast Food Nation*, spoke to our Delegates about the connections between the anti-union fast food industry, the depressed minimum wage, the prevalence of obesity and chronic conditions in adults and even children, and health disparities based on income and race.

Delegate favorite Helen Bevan, chief of service transformation at the British National Health Service's Institute for Innovation

and Improvement, spoke about “building contagious commitment to change” by studying the successes of social movements such as the civil rights and women’s rights movements. She reminded us of the need to appeal to people’s emotions and values—as well as their intellects.

Visit [www.Impartnership.org](http://www.Impartnership.org) for an awesome video, slide show, presentations, tools, stories and more on the 2012 Union Delegates Conference.

*Bargaining Update continued*

total health; and workforce of the future) used the bulk of their time during this session grounding themselves in this data and coming to a mutual understanding of today’s environment.

“I was struck by the sharing of information that is so important to the future of our workers and KP,” said Nate Bernstein, health care director, UFCW Local 7, Colorado and member of the benefits subcommittee. “That would never happen in a non-collaborative or non-partnership bargaining process, and it will let us focus on problem-solving work we need to do.” Indeed, full information-sharing is one of the hallmarks of the interest-based negotiating process.

With that foundation in place, groups turned to the next two steps in the interest-based

bargaining process—agreeing on the issues and working towards mutual interests. Labor and management participants in each subcommittee developed their interests separately and then began jointly working to determine their mutual interests. Interest-based bargaining is different from traditional bargaining in that instead of taking positions, people focus on interests—what needs to be addressed for an agreement to be reached—and work toward a win-win solution that addresses those interests.

Joe Simoes, the Kaiser Permanente Division director of SEIU-UHW and a member of the total health subgroup, observed that “people are being very thoughtful. We are taking a comprehensive approach to health and safety.”

In the next round of bargaining, which is scheduled for April 10-12, subgroups will proceed to the next steps in the interest-based process: exploring options to satisfy their mutual interests and agreeing on recommendations.

More info on bargaining  
[www.bargaining2012.org](http://www.bargaining2012.org).

