



Dear valued partner,

Kaiser Permanente has a long and productive history with organized labor, and we are proud to employ more union-represented employees than any other health care organization in the country.

Since May, we have been negotiating in good faith with the Alliance of Health Care Unions on a new national agreement that supports our employees, maintains our status as a best place to work, and ensures affordable care for our members.

On Friday, October 3rd, Kaiser Permanente received strike notices from multiple Alliance local unions in California, Hawaii, Oregon and southwest Washington for Tuesday, October 14th at 7:00 a.m. through Sunday, October 19th at 7:00 a.m.

**It's important to know that this does not necessarily mean that a strike will happen.**

**The health and safety of our members come first**

Nonetheless, we take any threat to disrupt care for our members seriously. Member care remains our top priority. We understand members may have concerns about access to Kaiser Permanente care and service.

Please know that, **in the event of a strike, we have contingency plans in place to help ensure members continue to receive high-quality care.** In some cases, we may need to reschedule non-urgent appointments and procedures. We will contact members directly, in advance, if their appointment needs to be rescheduled.

**Continued bargaining efforts**

Despite these notices, and in keeping with our desire to reach an agreement if possible, we have agreed to an additional bargaining session scheduled October 6 – October 10.

Since wages and benefits make up about half the cost of health care in America, it is our responsibility to continue to balance taking care of our employees and being more affordable to our customers and members.

For more information about our current labor negotiations, visit [kp.org/labor](http://kp.org/labor).

In good health,  
Kaiser Permanente

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