

August 28, 2019

Bernard Tyson, CEO
Kaiser Permanente
One Kaiser Plaza
1550 Ordway
Oakland, CA 94621

Dear Mr. Tyson:

We write to you as concerned leaders in the California faith community. We represent tens of thousands of parishioners across the state from hardworking families, many of whom are Kaiser patients. Our parishioners depend on good jobs to help them provide the basics of food, shelter, and clothing for their families. And they depend on the quality healthcare that Kaiser has provided.

We understand that for many years, the labor management partnership between Kaiser Permanente and its unionized membership was a model for labor relations that help both business and workers succeed. This partnership has helped Kaiser become a successful organization with a rapidly growing membership, and in turn created secure middle-class healthcare jobs that support our parishioners, their families, and their communities.

We were disturbed to hear that the partnership with Kaiser has unraveled as of late. Kaiser initially refused to negotiate a new national agreement with the Coalition of Kaiser Permanente Unions unless they agreed to give up their right to political speech, which would have silenced the voices of 85,000 Kaiser workers, 66,000 of them here in California. Because many of our worshippers are unionized workers, we support the right of unions and workers to engage politically through legislation and ballot initiatives, and to speak out on the issues that are important to them and their families. Allowing workers to have an equal voice within the workplace is a fundamental right, as well as a moral right.

And while we were encouraged when you came back to the table, your actions at bargaining and beyond have not reflected the past spirit of partnership. The decision to outsource jobs in the face of rising annual profits and multi-billion-dollar reserves, while still raising premiums for patients, point to a dramatic departure from Kaiser Permanente's previous mission as a non-profit healthcare organization. When you outsource these jobs, you are outsourcing families from their way of life. When you raise premiums for patients, you are raising the level of hardship everyday families undergo.

As clergy, we see this change as not only a threat to the stability of the families and communities in our care, but as a moral failing on the part of Kaiser's leadership. We believe strongly that when businesses succeed, the workers who are an instrumental part of that success should benefit. And we believe that a non-profit healthcare entity must be prepared to put patient welfare, and the welfare of our communities, above profit making if it is to remain true to its purpose.

As members of the clergy throughout the State of California, we support the Coalition of Kaiser Permanente Unions to ensure a fair and equitable bargaining process. We are hopeful that Kaiser

will move to quickly negotiate a new national agreement with the Coalition that re-establishes the partnership for providing affordable, quality care, invests in the workforce of the future, stops the outsourcing of jobs, and provides wages and benefits that reflect Kaiser's unprecedented success.

Sincerely,

Gabriel A Casa Del Rey	Deliverance Full Gospel Missionary Baptist Church Oakland	New Hope Baptist Church Union City
Rabbi Ruth Adar Coffee Shop Rabbi Berkeley	Evan Regis Bunch Southern Christian Leadership Conference - Southern California, Dignity & Power Now Los Angeles	Rev. Harmon Foster Min. Constance Ghee-Young First Lady, Grace Baptist Church Berkeley
E. Alaniz Jr. Assemblies of God Church		Minister Cornell Green Greater St. John Missionary Baptist Church Oakland
Liz Alaniz Assemblies of God Church	Pastor Gerald Burgess First Antioch Missionary Baptist Church Los Angeles	
Rev. Edward Anderson McCarty Memorial Christian Church Los Angeles	Pastor John Cager Ward AME Church Los Angeles	Pastor Carlton Greene St. Matthew Tabernacle of Praise Church Los Angeles
Pastor Kevin Ary Israelite Missionary Baptist Church Oakland	Pastor William Monroe Campbell Mount Gilead Missionary Baptist Church Los Angeles,	Pastor Nathaniel Haley United Christians Missionary Baptist Church Los Angeles
Debra Avery Faith Presbyterian Church Oakland	Jeremiah Captain Glad Tidings Community Church Oakland	Pastor Bill Hemphill Concord Church Los Angeles
Pastor Eric Barfield	Pastor Frank Chaney Galilee Baptist Church Los Angeles	Pastor Lee Henry Los Angeles
Rabbi RBO Bat-Or JQ International West Hollywood	Rabbi Aryeh Cohen Bend the Arc Los Angeles	Alex Hernandez Gates of Grace Church of God Madera
Pastor Ronald Bolden, II Greater Mt. Zion Missionary Baptist Church Los Angeles	Pastor Torrey N. Collins St. Rest Friendship Baptist Church Los Angeles	Sister Donna Holloway
Pastor Dale Brown Churches in Action Resurrection Beach MCC Costa Mesa	Mike Contreras Victory Outreach East Fresno	Dr. Larry Hooks Christ Centered Community Baptist Church Los Angeles
Rev. Henry Brown Membership Church of Christ	Rev. Walter Contreras National Latino Evangelical Coalition Los Angeles	Pastor Fredrick Howard Southside Bethel Baptist Church Los Angeles
Pastor J.W. Brown Welcome Missionary Baptist Church Los Angeles	Minister Don Davis Los Angeles	Minister Charlene Jimerson Good Hope Missionary Baptist Church Oakland
Pastor Eugene Bryant New Philadelphia Baptist Church Los Angeles	Kermit W Dearman Sr. Bay Cities Ministers Union Berkeley	Pastor Al Johnson Al Johnson Ministries
Pastor Errol Bullen	Pastor Reginald Easterling	Deacon Gerald Jones Good Hope Missionary Baptist Church

Oakland	True Friendship Missionary Baptist Church Inglewood	Pastor JL Sorrells Greater Holy St. John Baptist Church Los Angeles
James Jones Gangsters for Christ Los Angeles	Rabbi Robin Podowsky Bend the Arc Los Angeles	Pastor MD Starks Community Center
Rabbi Jonathan Klein Congregation Beth Chayim Chadashim Los Angeles	Pastor Maria Ponce DeLeon La Hermosa Church LACCC San Jose	Pastor Patricia Strong-Fargas Mt. Salem Baptist Church Los Angeles
Rev. Edith Lewis	Pastor Cleveland Prince Live for Christ East Palo Alto	Alonza Glaze Swain New St. Paul Church
Pastor Prentiss Lewis Greater Starlight Baptist Church Los Angeles	Pastor Robert Radford Shady Grove Baptist Church	Minister James Swain New St. Paul Church
Cynthia Lewis-Dearman Bay Cities Ministers Union Oakland	Pastor Stan Richards Beacon of Light Baptist Church Los Angeles	Bishop Gavin Taylor
Rev. Nathaniel Martin New Life Institutional Baptist Church Los Angeles	Pastor Donald Robinson Community Baptist Church Redlands	Rev. Erin Thomas Presbyterian Church USA Riverside
First Lady Louise McDonald Mt. Tabor Baptist Church Oakland	Bishop Marcel Robinson Perfecting Ministries International Oakland	Pastor K.W. Tulloss Weller Street Baptist Church Los Angeles President, Baptist Ministers Conference- Southern California
Pastor Nixon McDonald Mt. Tabor Baptist Church Oakland	Bishop Samuel Robinson Miraculous Word Christian Center Oakland	Pastor Bill Turner New Revelation Baptist Church Pasadena
Bishop Harrington McFrazier New Beginnings Church Los Angeles	Antwone Sanford Christ Commissioned International Church Compton	Pastor George Underwood Emmanuel Bible Church Los Angeles
Pastor James McKnight Church of Christian Fellowship Los Angeles	Pastor C. Lamar Simons Greater Mt. Olive Baptist Church Los Angeles	Larry Van Hook Community Church Oakland
Hyacinth McLeod Christian Science Los Angeles	Rabbi Suzanne Singer Temple Beth RI Riverside	Pastor Earl J. Ward Star Bethel Baptist Church Oakland
Pastor Harold Mitchell Greater Emmanuel Missionary Baptist Church Inglewood	Pastor William D. Smart Jr. Co-Pastor Christ Liberation Ministries President/CEO, Southern Christian Leadership Conference Los Angeles	Pastor Jack Wilson Solid Rock Baptist Church Compton, California
Michael Molina Victory Outreach Fresno	Antoinett Smith First Lady, Good Hope Missionary Baptist Church Oakland	Pastor Terry Wilson Good News Baptist Church Los Angeles
Pastor Jonathan Moseley National Action Network Los Angeles	Pastor Joe Smith Good Hope Missionary Baptist Church Oakland	Min. Akela Wroten Jr. National Action Network/BMC Compton
Pastor Alfred Parker Trinity Community Church Inglewood		Rabbi Jill Zimmerman Path With Heart
Dr. James Perkins		