

Resolution

No. 25-22

APPLAUDING MAUI COUNTY'S HEALTHCARE
WORKERS' APPROVAL OF A NEW CONTRACT
FOLLOWING LABOR DISPUTE WITH MAUI
HEALTH SYSTEM, A KAISER FOUNDATION
HOSPITALS LLC

WHEREAS, Maui Health System, A Kaiser Foundation Hospitals LLC, operates Maui Memorial Medical Center, Kula Hospital, and Lanai Community Hospital; and

WHEREAS, a combined 930 workers, including registered nurses, social workers, physical and occupational therapists, speech and language pathologists, imaging and mammography technicians, financial counselors, admitting clerks, and receptionists, went on strike from November 4 to 7, 2024, represented by the United Nurses and Health Care Employees of Hawai'i; and

WHEREAS, the three-day strike was the result of months of failed negotiations and mediations to secure a fair contract for improved wages, safe staffing levels, and to ensure the same rights and protections as other Kaiser facilities; and

WHEREAS, competitive wages and safe staffing ratios for healthcare workers are essential for improved working conditions, high-quality patient care, and better patient outcomes; and

WHEREAS, swift and fair contract negotiations with Maui Health System are in the best interest of healthcare workers and all residents of Maui County, and delayed negotiations demonstrate a concerning lack of urgency and commitment to Maui County residents' well-being; and

WHEREAS, while the decision to strike is an emotional and difficult one that puts the livelihood of employees at risk, the right to strike is protected under the National Labor Relations Act and underscores the vital role of workers; and

WHEREAS, the Maui County Council adopted Resolution 24-189, FD1, which expressed its support for Maui County's healthcare workers,

Resolution No. 25-22

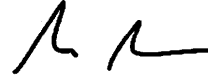
including fair wages and working conditions, and urged Maui Health System to negotiate in good faith with the union; and

WHEREAS, on January 6, 2025, a new four-year contract with Maui Health System was ratified, which includes pay increases, a staffing plan, and increased rights and protections, avoiding an extended labor dispute and additional strike; now, therefore,

BE IT RESOLVED by the Council of the County of Maui:

1. That it applauds Maui County's healthcare workers, represented by the United Nurses and Health Care Employees of Hawai'i, for their courageous actions to fight for a fair contract, which benefits the health and well-being of all residents of Maui County;
2. That it acknowledges Maui Health System's return to the bargaining table to negotiate a fair contract with the union;
3. That it supports fair wages and working conditions for Maui County's healthcare workers and workers everywhere; and
4. That certified copies of this Resolution be transmitted to the Honorable Josh Green, MD, Governor, State of Hawai'i; Kenneth S. Fink, MD, MGA, MPH, Director of Health, State of Hawai'i; Greg Adams, Chief Executive Officer, Kaiser Permanente; Lynn Fulton, Chief Executive Officer, Maui Health System; Kenneth Scott, Jr., Medical Director, Kula Hospital; Penny Koval, MSN RN, NHA, Administrator, Lanai Community Hospital; Brenna Rawls, RN, BSN, UNAC/UHCP Staff Representative; and the Honorable Richard T. Bissen, Jr., Mayor, County of Maui.

INTRODUCED BY:

A handwritten signature in black ink, appearing to be 'Gabe Johnson', written in a cursive style.

GABE JOHNSON