

# Resolution

No. 24-189

SUPPORTING MAUI COUNTY'S HEALTHCARE  
WORKERS AND URGING MAUI HEALTH  
SYSTEM, A KAISER FOUNDATION HOSPITAL  
LLC, TO NEGOTIATE IN GOOD FAITH WITH  
THEM

WHEREAS, since July 2024, the healthcare workers of Maui Memorial Medical Center, Kula Hospital, and Lana'i Community Health Center have been in negotiations with Maui Health System, a Kaiser Foundation Hospital LLC, to secure a fair contract that will improve wages, establish safe staffing levels, and ensure rights and protections in line with other Kaiser facilities; and

WHEREAS, on November 4, 2024, after months of contract negotiations and mediations had failed, almost 1,000 Maui Health System employees represented by the United Nurses Association of California/Union of Health Care Professionals went on strike; and

WHEREAS, nurses at Maui Memorial Medical Center face a substantial pay disparity when compared to their counterparts at a nearby Kaiser facility, with some positions trailing by as much as 20% in wages, resulting in a loss of staff and impacting recruitment and retention efforts; and

WHEREAS, the housing crisis and the rising cost of living, exacerbated by the 2023 wildfires, have made it increasingly difficult for healthcare workers to live on Maui, making competitive wages essential for ensuring high-quality patient care; and

WHEREAS, safe staffing ratios are imperative to the well-being of patients and nurses, yet Maui Medical System proposes to use a "variable staffing" models that does not adequately protect patients or support healthcare professionals; and

WHEREAS, United Nurses Association of California/Union of Health Care Professionals' request for safe staffing ratios would match the standards already established by Kaiser in California, a model proven to

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promote better patient outcomes and improve working conditions for healthcare providers; and

WHEREAS, Maui Health System has delayed contract negotiations, showing a distressing lack of urgency and commitment; and

WHEREAS, a swift and fair resolution to these negotiations are in the best interests of the healthcare workers of Maui Memorial Medical Center, Kula Hospital, and Lana'i Community Health Center and all residents of the County of Maui; now, therefore,

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

1. That it supports Maui County's healthcare workers and urges Maui Health System, a Kaiser Foundation Hospital LLC, to negotiate in good faith with them;
2. That it urges Maui Health System to provide the members of United Nurses Association of California/Union of Health Care Professionals with a fair contract;
2. That it supports fair wages and working conditions for Maui County's healthcare workers; and
3. 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; Lynn Fulton, Chief Executive Officer, Maui Health System; Kenneth Scott, Jr., Medical Director, Kula Hospital; Marco Perata, President, Lana'i Community Health Center; and the Honorable Richard T. Bissen, Jr., Mayor, County of Maui.

INTRODUCED BY:

*Tamara A.M. Paltin*

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TAMARA PALTIN