

KAISER IBHS BARGAINING UPDATE

JULY 19, 2018

SESSION
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Kaiser provided our bargaining committee with responses to 15 of our proposals from our first session and we reached tentative agreement regarding:

- Witnesseth, Purpose of Agreement, Courteous and Responsible Relationships, Confidentiality of Records and PHI, Recognition and Union Security, Bereavement Leave, Performance Evaluations, Safety, Completion of Agreement, and Conformity to Law (all continuing the current contract language).
- Transfers/Promotions and Multiple Sites (shortening the evaluation period from 60 to 30 days).
- Assistants (extending the time to complete state licensure from 2 to 2.5 years).
- Non-Discrimination (adding gender identity).

While we are still in the preliminary stages of bargaining, dealing with mostly non-controversial issues, we are encouraged that we have several tentative agreements and that management has reconfirmed their desire and intent to reach a complete agreement before contract expiration.

In the next several sessions we will begin tackling more controversial issues, such as after hour coverage for the ED, recruitment and retention, staffing and access, and schedule management.

After we get the non-economic issues out of the way, we will start discussing our specific proposals for economic issues. Kaiser already has a good sense of what our priorities are, as we have shared with them the results of our bargaining survey and bargaining platform.

BARGAINING DATES

July 23	Aug. 27
July 31	Sept. 4
Aug. 8	Sept. 19
Aug. 21	Sept. 26

To show support for our campaign for a better contract, continue to wear red every day of bargaining. And be ready to ramp up the pressure!

Thank you to everyone who has been wearing red on bargaining days and sending your photos to us.

We will be sharing some of those photos soon.

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