



NUHW PULSE

KAISER – INTEGRATED BEHAVIORAL HEALTH SERVICES

MAY 2018



OUR CONTRACT

Did you know:

Once you have 15 years professional experience in an IBHS position, you are eligible to advance to Step 10 of the pay scale. This step is not automatic and must be processed by a manager. You should remind them prior to and upon your anniversary date.

CESLA (California Employment Sick Leave Act), or “Kin Care” permits employees to use a portion of paid sick leave to care for their ill children, spouse, or parents. The basic rule is that you are entitled to use ONE-HALF of your annual accrual of paid leave (Extended Sick Leave and PTO) for Kin Care in any payroll year, provided you have enough accrued, unused leave available. If you use PTO and/or ESL to care for a covered family member with a serious health condition and take FMLA, then Kin Care leave time will run concurrently with Family Leave.

Questions? Contact your steward or your NUHW organizer.



WEARING RED!

As we gear up for bargaining this year, all of Kaiser should expect to see more RED in the coming months! Our stewards are all wearing red because they are ready to win a better contract that allows our members to best serve patients! NUHW is the fastest growing and most democratic healthcare union, and we believe that quality patient care requires that caregivers have a voice in their workplaces. We are proud and we are united!

17 MEMBERS ELECTED TO BARGAINING COMMITTEE

We have elected a Bargaining Committee committed to winning a great contract. The committee includes twelve Adult representatives, four Child, and one CDRP.

The committee is completing its review of our bargaining survey, which nearly 80 percent of members completed. We will release the final tally soon. The survey results are being used to finalize our bargaining platform laying out our top priorities. Our organizers and stewards will reach out to all of our members to support the platform by signing a petition pledging to do what it takes to get a great contract that addresses our top priorities.

Once this is completed, NUHW will notify Kaiser of our intention to bargain. We intend to begin bargaining by July and to ratify a new contract by October. We have heard from every level of Kaiser leadership that they plan to work jointly with us towards our mutual goals of making KP both the mental health employer and provider of choice. All of our members are invited to sit in on bargaining sessions in order to help us hold Kaiser accountable to this goal and support our bargaining efforts.

Our Bargaining Committee

Jane Kostka, LCSW
Ken Rogers, Psychologist
Simon Quartly, Psychologist
Nicolette Bautista, Psychologist
Mary Anne Beach, Psychologist
Miranda Buxton, LCSW
Mercy Flores-Isaac, MFT Assistant
Shay Loftus, Psychologist
Paul Shaw, LCSW
Matt Zils, Psychologist
Raul Figueroa, CADACII
Alberto Matias, Psychologist
Christine Messinger, LMFT
Clem Papazian, LCSW
Lisa Erwin, LCSW
Judi Lang, LCSW
Mickey Fitzpatrick, Psychologist

AROUND THE UNION

Several new NUHW units just started bargaining recently. Mental health professionals at **Richmond Area Multi-Services** in San Francisco have presented all of their proposals except wage scales, which they expect to finalize soon. Counselors at **Elk Grove School District** just outside Sacramento presented all of their proposals at the first session. And substance use disorder counselors and other members at **Janus of Santa Cruz**, have completed two bargaining sessions, as have members at Santa Cruz's **Dominican Hospital**.

Caregivers at Brios Healthcare's **Novato Healthcare Center** voted 96 percent to ratify a three-year contract that includes improved healthcare and vacation benefits, more sick leave, a performance bonus, protection against unjust termination, and 7 percent wage increases over the life of the contract.

Members at **Providence Tarzana Medical Center** rejected the employer's wage increase and are expecting a better offer in their next bargaining session.

Members at the University of Southern California's **Keck Medical Center** and **Norris Cancer Hospital** are negotiating their first contract as a single bargaining unit.

Bargaining continues for seven **Kaiser biorepository workers** in Berkeley, for workers at Prime's **West Anaheim Medical Center**, and for workers at **Kindred San Diego**.

Bargaining for **Sodexo** workers at **Lakewood**, **Los Alamitos**, and **Fountain Valley** medical centers has been moving slowly, but members are preparing to discuss wages and benefits at the next sessions in mid-May.

And in addition to our Kaiser units, several other NUHW units are preparing to begin bargaining soon, including **The Sequoias**, an assisted living facility in Portola Valley, and **North American** nursing homes in Northern California.

4 IBHS MEMBERS RE-ELECTED TO NUHW EXECUTIVE BOARD

NUHW just held its Executive Board elections, which are held every three years. Members re-elected Sal Rosselli as president of NUHW and elected Dan Martin as secretary-treasurer. Members also elected vice presidents from each of NUHW's major facilities across the California. IBHS members re-elected Kristen Quinn-Siegel, Clem Papazian, Ken Rogers, and Paul Shaw to the board.



CLINIC ACTION & ORGANIZING

NAPA-SOLANO

NUHW members in Vallejo successfully persuaded management to work with them on a protocol to protect probationary employees, after two of their probationary coworkers were terminated without warning or justification. Stewards organized a meeting with the Assistant Medical Group Administrator to address their concerns about the handling of probationary employees and the ramifications for the entire department. The administrator quickly formed a probationary employee workgroup with three members of the Napa-Solano management team, Stewards from Psychiatry and CDRP, and our NUHW organizer, Peter Brogan. After much advocacy, we were able to press management to work with us on drafting a protocol for probationary employees. The new policy includes a peer mentorship program which provides additional supervisory support to the new hire and helps to socialize them into the culture of the department and the organization. It requires management to review an orientation checklist with the employee, clearly communicate to them the expectations for successful completion of probation, and deliver a written evaluation at two, four and six-month intervals during the probationary period. Furthermore, management must gather performance data from multiple sources. If the probationary

employee is demonstrating performance deficits, this information should be brought to the employee's attention immediately, so that the employee can be given suggestions and an opportunity to address concerns. Stewards hope that some of the ideas developed in this workgroup might be adopted in other clinics around the region to provide better job protection for our new union members.

SOUTH SAN FRANCISCO

While continued work is still needed to address provider concerns and patient care issues, the Local Professional Practices Committee in South San Francisco has recently achieved several successes and demonstrated how effective it can be when Labor and Management collaborate. The LPPC has successfully negotiated a new vacation/time off protocol for Adult Psychiatry, an agreement on how to provide backup for the new Posted Dedicated On-Call Team, and formed a consensus for determining how office space will be assigned as departments are consolidated at a single location. We appreciate the work of Steward Matt Hannan, who put a lot of time into researching how these processes were happening in other facilities and on working with members and management to find solutions. According to Matt, "Having invested participants, all the shot callers in the room, and accountability to the Regional PPC is a winning combination."