

# KAISER IBHS BARGAINING UPDATE

JULY 13, 2018



Our IBHS bargaining committee met with Kaiser's team July 12 to begin contract negotiations. We spent some time developing ground rules for bargaining and then we presented Kaiser with proposals on 27 of 37 articles of the contract.

Our proposals included shortening probationary periods for new employees and requiring managers to provide them with monthly written assessments.

We also proposed language regarding:

- Selection of office space by seniority
- Increasing in-lieu of pay for per diem and other non-benefited employees
- Incorporating Licensed Professional Clinical Counselors into our bargaining unit
- Improving protections for income security
- Adding gender identity to the non-discrimination clause

Management agreed to provide responses to our proposals at the next session. We will also have additional proposals ready to present at that meeting.

## Our remaining bargaining dates:

July 18  
July 23  
July 31

August 8  
August 21  
August 27

September 4  
September 19  
September 26

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