

# KAISER PERMANENTE IBHS BARGAINING UPDATE

JULY 24, 2018

SESSION  
3

## KAISER PERMANENTE BACKTRACKS ON COLLABORATIVE RELATIONSHIP

**KP proposes elimination of monthly  
Local Professional Practice Committee Feedback  
meetings, restrictions on union access,  
and vast expansion of management rights**

Top Kaiser Permanente leaders say they want to work with us to help make KP both the preeminent provider of mental health services and the employer of choice. But at the bargaining table, they have yet to make one proposal that would help improve patient care or make Kaiser Permanente a more desirable place to work. Instead, they're giving us insulting, anti-union proposals that move us backwards instead of forward.

**If Kaiser Permanente wants an adversarial relationship, we are prepared to fight for our patients and ourselves.**

### Other developments

We reached tentative agreement to retain current contract language on Conscientious Objection, Disputes, and the Grievance and Arbitration Procedure.

We also made proposals to:

- Use seniority as a determinative factor in awarding vacant positions, instead of leaving it at the sole discretion of the chief to decide
- Establish a Student Loan Repayment Assistance program

**Support our bargaining team!**

Wear red every day of bargaining!

### BARGAINING DATES

July 31

Aug. 8

Aug. 21

Aug. 27

Sept. 4

Sept. 19

Sept. 26

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