

KAISER IBHS BARGAINING UPDATE

JULY 31, 2018

SESSION
4



- We submitted to Kaiser a proposal to create a Posted Dedicated On-Call System in every facility and to eliminate all involuntary on-call by the end of 2019.
- We also submitted copies of our bargaining platform along with copies of the signatures of 80 percent of our members to remind them of our top priorities in bargaining.
- In a positive turn of events, Kaiser's bargaining team withdrew their proposal to significantly expand management rights and we agreed to continue the current language.
- Kaiser has agreed to reconsider their previous proposal that would limit the access of NUHW organizers to KP facilities. They also agreed to language to expedite an employee's release from one clinic when transferring to a new site, but they have initially rejected our proposal to include seniority as a determining factor in hiring and proposed to maintain language that allows the chief exclusive final decisions in hiring.
- Kaiser also backed off their initial proposal to eliminate the LPPC Feedback Meetings. However, they are proposing management and labor be present together throughout the entire meeting and don't recognize any benefit to the Labor LPPC reps having time without management to assess the needs and concerns of their peers. We gave examples of how the current LPPC structure contributes to a more collaborative and constructive environment. We also explained the need to have contract language to protect the integrity of the LPPC process.
- We reached agreement on **Scope of Agreement** and **Management Rights**. To date, we have reached 18 tentative agreements.

Support our bargaining team!

Wear red every day of bargaining!

BARGAINING DATES

Aug. 8
Aug. 21
Aug. 27
Sept. 4
Sept. 19
Sept. 26

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