

KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

AUGUST 3, 2018



We continue to make progress resolving non-economic issues and even some minor economic issues. We reached agreement on five more contract articles, including **Jury Duty**, **Bereavement Leave**, and **Professional Practice Committees**.

We spent some time discussing two KP proposals: **Transfer Policies** and **Changing Hours of Operation**.

We also introduced several new proposals. We proposed language on **Recruitment and Retention** that would require KP to institute various incentives to attract and retain mental health workers, such as an employee referral incentive and student loan repayment assistance. We proposed that KP work collaboratively with the union to figure out how to hire enough staff to end subcontracting by the end of 2021. We made proposals that would **allow NUHW to organize non-union workers** at Kaiser without employer interference, and to have **voluntary benefits**, such as long-term care insurance, available for our members.

At our next session on Monday, August 6, we plan to submit our proposal on **Professional Hours**. We told them our proposal will include language to address the issue many of our members have of not being able to complete all of their required job duties within their normal work hours. Our bargaining committee is also working on proposals covering economic issues and should be ready to start talking about **ETO, various differentials, medical benefits and retirement benefits** soon after our next session.

Our bargaining team asks all NUHW members to wear red on bargaining days as a show of solidarity.

All members are also welcome to attend bargaining — contact staff organizer for specific time and location if you wish to attend.

Next bargaining sessions

Monday August 6
Tuesday, August 14
Friday August 24
Friday, August 31
Thursday, September 6
Monday, September 10

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OUR NUHW BARGAINING COMMITTEE

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Marci Melnick	Downey	Michelle Hoisch	Panorama City
Karen Oman	Downey	Danielle Jones	Panorama City
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Marjourie Mayorga	Los Angeles	Elizabeth White	West Los Angeles
Jody Forter	Orange County	Krisy Elrod	West Los Angeles
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