

KAISER PERMANENTE IBHS BARGAINING UPDATE

AUGUST 8, 2018

SESSION
5



Our IBHS bargaining team made proposals that would:

- Eliminate Schedule Management and all productivity standards from the contract and replace it with language giving discretion to providers to develop individual profiles that allow sufficient time for indirect patient care, administrative duties, and timely return appointments.
- Allow IBHS members to opt into the already established “Benefits by Design” voluntary insurance benefits program (including long-term care insurance, legal services, additional term life insurance, and pet insurance) and also allow our members access to the Alternate Compensation Program (which allows employees to receive a 20 percent wage differential for opting out of health and welfare benefits and most paid-time-off benefits). Both programs are already available to many other Kaiser employees.
- Preserve the labor-only portion of the LPPC Feedback Meetings.

Management modified its proposal on limiting union organizer access to its facilities. The new proposal is somewhat less restrictive than management’s previous proposal.

We reached tentative agreement on **Leaves of Absence** and **Issue Resolution**, retaining the current contract language.

We now have a total of 20 tentative agreements.

To show support for our campaign for a better contract, please continue to sign up to join us in bargaining sessions and to wear red every day of bargaining!

BARGAINING DATES

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

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