

KAISER PERMANENTE IBHS BARGAINING UPDATE

AUGUST 22, 2018

SESSION
6



We're now more than halfway through our scheduled bargaining dates. We have given KP all of our non-economic proposals and started providing economic proposals at this session.

Of note, Kaiser rejected our proposal to eliminate **Schedule Management**, instead proposing current contract language, which they find acceptable. We reminded them that a major priority of our members is to eliminate the onerous "productivity" aspects of this section of the contract. We told them we could not agree to any language regarding provider profiles that did not include mechanisms to ensure adequate return access and sufficient time to complete indirect patient care.

We gave proposals to:

- Maintain the Defined Benefit Pension Plan.
- Add MLK Jr Day as a paid holiday.
- Lower medical co-payments to their pre-2017 levels (in most cases, \$5), increase life insurance coverage, and allow eligible dependents to obtain alternative mental health services without a "Denial" letter.
- Clarify existing language regarding holiday pay for part-time and hourly employees.
- Allow employees to observe holidays unless covering emergent or critical services
- Permit employees to take PTO except when granting such request would leave necessary services completely unavailable.
- Increase Extended Sick Leave accrual from 6 to 9 days/year and allow ESL to be accessed after 3, instead of 7, days.

We also reached tentative agreement on **Education Leave** and **Tuition Reimbursement**.

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! And speak with your stewards, organizers, or Action Team to learn more about how you can help with planning potential upcoming actions to achieve a great new contract.

BARGAINING DATES

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

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