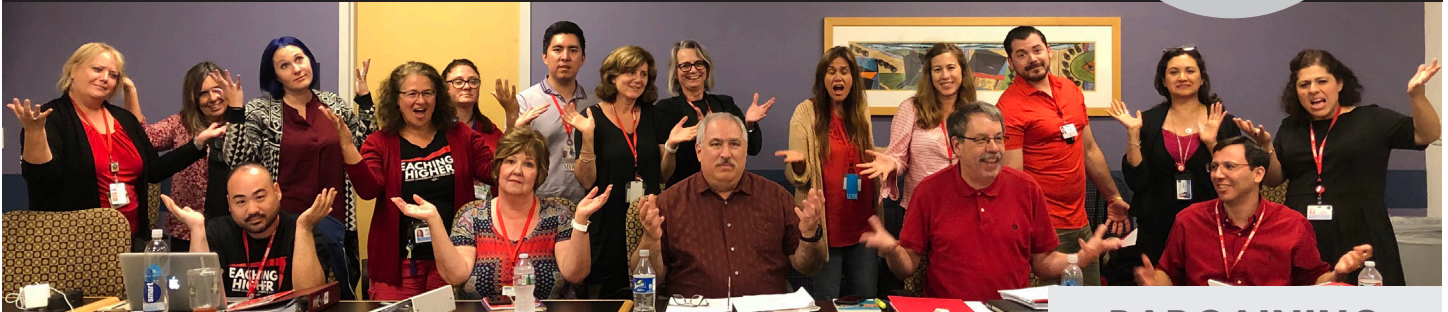


# KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

AUGUST 28, 2018

SESSION  
6



## They just don't understand what our workdays are like

At our August 24 bargaining session, the only topic management seemed interested in talking about was “professional time” and how they can control and limit its use. We said we’re willing to discuss their concerns, but they would have to address our concerns about having to work extra hours because of insufficient patient management time. We will continue pushing for language that addresses both issues equitably.

We gave Kaiser our proposals for contract language to restore benefits that KP took away from us in the last contract and put us on par with the benefits other unions are receiving. Specifically, we proposed:

- \$5 co-pays for prescriptions and MD visits be re-instated
- Maximum dental benefit be raised to \$2000, up from \$1000
- Alternative mental health plan cover unlimited visits with only \$5 co-pay
- Basic employer-paid Life Insurance be increased to \$50,000
- The Defined Benefit Pension be restored for all employees
- The employer's performance based contribution of 1 percent to the 401(k) be restored
- All employees, regardless of hire date, get medical insurance coverage paid for by the employer at age 65, as well as an HRA account funded with \$2000 per year of service (up from \$1000)

We also proposed an increase in in the bilingual differential from \$1 to \$2 per hour, as well as increases to shift and weekend differentials. We plan to present a complete wage proposal at our next session.

Our next bargaining is on August 31 at Independence Park. Join us!

## BARGAINING DATES

Friday, August 31  
Thursday, September 6  
Monday, September 10

**Please continue to show support by wearing red on bargaining days, signing up for COPE, attending bargaining, and by participating in our upcoming Call to Action. This shows KP that we are engaged, ready to take action, and want them to move quickly at the bargaining table.**

**Please send photos of your team's support to your steward or organizer!**

Contact your staff organizer for specific time and location of bargaining sessions if you wish to attend.

## NUHW ORGANIZERS

**BEN SNYDER**  
bsnyder@nuhw.org  
(425) 275-8061

**HALEY SHOWELL**  
hshowell@nuhw.org  
(609) 816-9212

**EDAN DHANRAJ**  
edhanraj@nuhw.org  
(610) 360-0726

**NUHW** NATIONAL UNION OF HEALTHCARE WORKERS

# OUR NUHW BARGAINING COMMITTEE

Susan Whitney	Bakersfield	Candace Bivona	Panorama City
Marci Melnick	Downey	Michelle Hoisch	Panorama City
Karen Oman	Downey	Danielle Jones	Panorama City
Jared Garcia	Fontana	William Navarro	Riverside
Molly Miller	Fontana	Ian Montoya	Riverside
Judith Willhide-James	Fontana	Mark Ariizumi	San Diego
Marty Needleman	Fontana	Lisa Carroll	San Diego
Emily Graham	Los Angeles	James Clifford	San Diego
Jennifer Swinford	Los Angeles	Michelle Fogle	San Diego
Tanya Veluz	Los Angeles	Daniel Gizzo	San Diego
Hasti Afkhami	Los Angeles	Ruthie Edwards	Watts Center
Kelly Cruz	Los Angeles	Ronna Spiegel	West Los Angeles
Marjourie Mayorga	Los Angeles	Elizabeth White	West Los Angeles
Jody Forter	Orange County	Krisy Elrod	West Los Angeles
Jennifer Harber	Orange County	Yashica Budde	Woodland Hills
Victoria Hoskins	Orange County	Dianna Bennet	Woodland Hills
Vicki McDonald	Orange County	Kent Coleman	Woodland Hills
Anne Rose	Orange County		

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