

# KAISER PERMANENTE IBHS BARGAINING UPDATE

SEPTEMBER 5, 2018

SESSION  
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## KAISER IS NOT MOVING FORWARD — THEY MAY NEED A PUSH

For two sessions in a row, Kaiser Permanente has shown up with no proposals of their own and no written responses to our proposals. In our September 4 session, they rejected our proposal to improve patient care by providing stable consistent coverage for after hours and weekends in the Emergency Department. This proposal would also improve work-life balance by eliminating involuntary call.

Our committee spent most of the day in caucus hammering out the details for our proposal to address issues around schedule management. While we did not present our updated proposal to the employer, we did let them know that it is meant to improve return access dramatically to ensure our patients receive timely and clinically appropriate care, as well as to allow sufficient indirect patient care time to complete all required duties during the scheduled work day. To date, management has not agreed to any proposal meant to improve patient care or work-life balance, so it is likely they will continue to reject our proposal for sustainable provider profiles.

Kaiser's attitude at the bargaining table is in direct contrast with the vision publicly espoused by upper KP executives — to work collaboratively with the union to make Kaiser the national leader in mental health care and the provider of choice. To convince Kaiser to reach a fair and just settlement before our contract expires on September 30, we will likely need to engage in escalating action. We need to demonstrate to Kaiser that we are serious about achieving fair wages and benefits, improved working conditions, and respect for our profession, which in turn will support recruitment, retention, and the best patient care.

### BARGAINING DATES

We've added one bargaining date to the schedule, so our remaining dates are:

**Sept. 19**  
**Sept. 25**  
**Sept. 26**

To show support for our campaign for a better contract, continue to sign up to join us in bargaining and to wear red every day of bargaining. And prepare to do whatever it takes to achieve a fair contract.

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