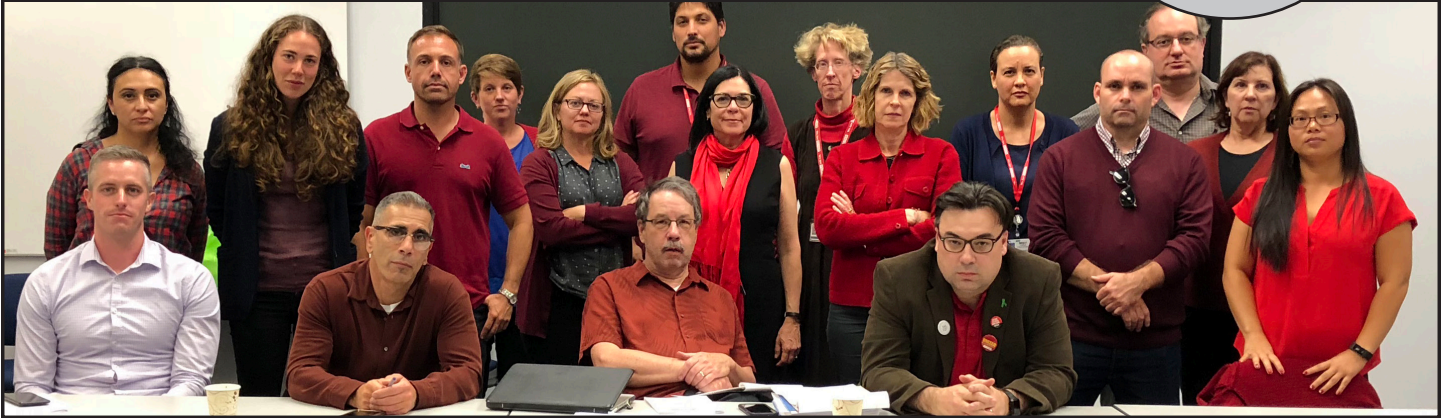


KAISER PERMANENTE IBHS BARGAINING UPDATE

SEPTEMBER 20, 2018

SESSION
9



TIME IS RUNNING OUT, KAISER!

With only two scheduled bargaining dates left, Kaiser has yet to provide a single response to any of our economic proposals. Nor have they addressed in any meaningful way our many serious concerns regarding staffing, access, patient care, recruitment and retention, or work-life balance.

In fact, our September 19 session was the first time they showed any interest in understanding any of our proposals. A top TPMG executive, attending for the first time, expressed that Kaiser shared our interest in improving after-hours and weekend services for the E.D. and asked thoughtful questions about our On-Call proposal.

We also spent several hours explaining our proposal on Provider Profiles (replacing Schedule Management), which would:

- Ensure providers in all departments have sufficient time for administrative duties, group preparation, and urgent patient needs;
- Allow providers discretion to determine when in-person, phone and/or video visits are clinically appropriate and how to use time created by no-shows and cancellations;
- In Psychiatry, increase the return to new ratio from 4:1 to 6:1; replace the seen metric with a booked metric which includes at least 20% protected Indirect Patient Care time; and allow providers to suspend new appointments when needed to ensure timely return access;
- Strengthen the language that requires additional hiring if outside referrals persist.

While Kaiser seemed more engaged, at the end of the day they still hadn't given us any clear indication on where they stand. It is also troublesome that, at this late date, Kaiser has still not once in bargaining affirmed that they want to have a collaborative relationship with NUHW and work together to make Kaiser the mental health provider and employer of choice.

BARGAINING DATES

Sept. 25
Sept. 26

Contact your staff organizer to join us at bargaining on Sept. 25 or 26. And remember to wear red both days and to join your co-workers from across the state next week wearing stickers or buttons that remind Kaiser we are ready to fight to ensure our patients receive the care they deserve.

NUHW
NATIONAL UNION OF
HEALTHCARE WORKERS

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