

KAISER PERMANENTE IBHS BARGAINING UPDATE

SEPTEMBER 27, 2018

SESSIONS
10 & 11



THE SYSTEM ISN'T BROKEN??

After two consecutive days of bargaining, mostly spent discussing provider profiles, return access, and productivity, **Kaiser's chief negotiator said, "We do not believe the system is broken."** This accentuates Kaiser's trend of ignoring, discounting, and dismissing our concerns related to systemic scheduling issues that make it nearly impossible for therapists to offer evidence-based treatment plans and provide our patients with the care they deserve. Kaiser's most recent proposal does not address the problems associated with Schedule Management, and it perpetuates Kaiser's distorted view that improving initial access somehow equates to improving patient care.

We have completed 11 bargaining sessions and Kaiser has yet to provide any responses to our economic proposals and has failed to address important proposals on seniority, transfers and job postings, corrective action procedure, LPPC meetings, etc. We challenged Kaiser to demonstrate their "commitment" to have a collaborative, constructive relationship with us. But Kaiser's failure to move on these issues, as well as the disrespectful behavior of members of their bargaining team, tells us we will have to ramp up our actions to get them to pay attention and to settle a fair contract.

Our IBHS bargaining team will coordinate with our two Southern California bargaining teams, who each have one more day of scheduled bargaining, to decide on a statewide course of action. These will likely include conducting a strike authorization vote and other public activities.

We've done it before and we can do it again. During our last contract campaign, Kaiser continually denied having any issues with access. But our members exposed Kaiser's deficiencies to the public, the media, and state regulators. By the end, Kaiser acknowledged they needed our help to improve their delivery of mental health services — something they seem to have forgotten. All of us together can help them remember and let them know they still have a long way to go if they really want to be the mental health care provider of choice and the employer of choice.



As Miranda Buxton, one member of our bargaining committee told the employer, "We are the change makers for better patient care. It's bigger than Kaiser, but it does start with us."

NUHW
NATIONAL UNION OF
HEALTHCARE WORKERS

NUHW ORGANIZERS

BEJA ALISHEVA
balisheva@nuhw.org
(415) 845-2144

PYSAY PHINITH
pphinith@nuhw.org
(510) 604-6200

PETER BROGAN
pbrogan@nuhw.org
(916) 695-9651