

KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

SEPTEMBER 28, 2018

SESSION
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ENOUGH IS ENOUGH: GET READY FOR ACTION!

Kaiser management insulted our entire bargaining team by coming to our final scheduled bargaining session with absolutely no economic proposals, then saying their lack of response over the last several sessions was our fault. Our team let them know this provocation is and an affront to our entire membership.

Instead of bringing any significant proposals, management requested we agree to extend our contract for one month, which would limit our ability to have public action, such as a strike and/or media campaign. We told them we could only agree to an extension if KP shows they are serious about having a positive relationship by agreeing to:

1. Reinstate the defined benefit pension for all NUHW members
2. Hold executive level meetings with NUHW bargaining team members on a state-wide basis to begin working on Kaiser's staffing and access problems in a serious way

The management team told us they would consider our proposal, and our session ended for the day. If Kaiser does not agree to our terms for extension then our contract will expire this Sunday, September 30, and we will begin a statewide course of action to force Kaiser to settle a fair contract with us. This will likely include conducting a strike authorization vote and other public activities.

Remember, we've done it before and we can do it again! During our last contract campaign, Kaiser continually denied having any issues with access and staffing, but our members all across the state 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 behavioral 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 provider and employer of choice.

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