

KAISER PERMANENTE IBHS BARGAINING UPDATE

OCTOBER 17, 2018

SESSION
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KAISER IS DISAPPOINTED WITH US??

That's what they said in bargaining on October 16.

They told us we were missing “an opportunity” because we told them we were not prepared to give them a counterproposal on the insulting economic package they proposed less than a week before. We reminded them that we gave them all of our economic proposals on August 27 and that it took them more than six weeks before they were “prepared” to respond. We also reminded them that in contract bargaining, it is standard to resolve all non-economic issues before settling economic issues and that we were prepared to do just that.

We suggested a four-step path to follow:

1. Address the handful of non-economic issues as a total package and work out our differences as expeditiously as possible;
2. Work out an agreeable system for handling call (an issue they had previously indicated they are still open to discuss);
3. Work towards resolution of our differences related to staffing, access and schedule management; then
4. Try to reach settlement on economic issues.

We then gave them our package proposal on eight non-economic items, including seniority, PPC meetings, union representation, posting and filling positions and corrective action. On half of the issues, we modified our proposals to address concerns the Employer had expressed. By the end of the day, they had no response to our proposal.

We have two more sessions of bargaining scheduled, **October 23** and **October 30**. It is clear to us that Kaiser is not listening to us at the bargaining table and it may take a strike, or the credible threat of a strike, to get them to listen.

Please sign the Strike Authorization Petition to let Kaiser executives know you are willing to stand together to fight for a fair contract.

Also, share our social media posts with your friends, family, and followers. Our posts are at:
[facebook.com/healthcareworkers](https://www.facebook.com/healthcareworkers)
twitter.com/nuhw
[instagram.com/nuhw_healthcare_workers](https://www.instagram.com/nuhw_healthcare_workers)

This will help build public awareness of our fight to hold Kaiser accountable to providing adequate access to treatment for mental health

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