

KAISER PERMANENTE IBHS BARGAINING UPDATE

NOVEMBER 1, 2018

SESSION
14

Once again, Kaiser arrived at bargaining with no proposals.

We presented a revised proposal on Provider Profiles and they caucused for almost three hours before responding with an updated proposal of their own that included only incremental movement. Kaiser is still refusing to address the return access issue and remains stuck on the 4:1 ratio. They also haven't moved on the expectation of 90 percent bookable time (with only 10 percent protected IPC).

We continued discussion on On-Call and will be drafting an updated proposal to present to the employer in our next session. Our goal remains to remove involuntary call from the menu of options for ED coverage. We also told them we expect a response next time to the package of non-economic proposals we presented several sessions ago.

We have scheduled two more dates for bargaining: November 16 and December 6.

However, we do not anticipate that Kaiser will budge on important issues, especially, staffing, access, and economic issues, until they believe our threat of a strike is credible. Although we already have an overwhelming majority of members who have signed the strike authorization petition, and we are still gathering more signatures, Kaiser needs to see a more visible display of our determination to win a fair contract. This is why we are planning more activities for November, leading up to a possible statewide strike in December. These activities include:

- Leafleting the public to let them know our fight is about patient care
- Informational picketing to draw more attention to our message
- Leafleting other Kaiser employees at shift change to ask for their support in a strike
- Continuing to share memes and posts on social media and direct people to kaiserdontdeny.org, where over 70 Kaiser patients have already shared their stories

Your steward will be reaching out to you to let you know how you can be involved in these activities or you can contact your NUHW staff organizer for more details.

**Let's prove to ourselves and to Kaiser
that we will be ready to strike if necessary**

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