

KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

NOVEMBER 8, 2018

SESSION
12

KAISER'S DISRESPECT CONTINUES — AND SO DO OUR STRIKE PREPARATIONS

Kaiser brought no new proposals to this session, so no progress was made. We spent several hours reviewing information requests that our bargaining committee previously made regarding Kaiser's incentive plan proposals, but management refused to debate the merits of the proposals. Our Social Medicine and Home Care bargaining team members in particular came prepared to express numerous specific concerns on that topic, but Kaiser was unprepared to respond. In particular, Home Care management did not even show up, despite our previous requests, to explain Kaiser's rationale.

We discussed new bargaining dates in early December, but no dates were confirmed.

Kaiser knows we are preparing for a strike but they will continue disrespecting us until they believe our threat is credible.

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.

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

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

NUHW
NATIONAL UNION OF
HEALTHCARE WORKERS

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OUR NUHW BARGAINING COMMITTEE

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Marci Melnick	Downey	Michelle Hoisch	Panorama City
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Jared Garcia	Fontana	William Navarro	Riverside
Molly Miller	Fontana	Ian Montoya	Riverside
Judith Willhide-James	Fontana	Mark Ariizumi	San Diego
Marty Needleman	Fontana	Lisa Carroll	San Diego
Emily Graham	Los Angeles	James Clifford	San Diego
Jennifer Swinford	Los Angeles	Michelle Fogle	San Diego
Tanya Veluz	Los Angeles	Daniel Gizzo	San Diego
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