

KAISER IBHS BARGAINING UPDATE

NOVEMBER 16, 2018

Once again, Kaiser showed up with no proposals and no responses to any outstanding proposals. We presented a revised **on-call** proposal, which would require every facility to develop a system that would rely on posted on-site and/or on-call positions, per diems, and volunteers. While we compromised to allow limited involuntary call, our proposal would incentivize volunteers by doubling the compensation to one hour pay for two hours of on-call, as well as continuing hour-for-hour pay on-site.

We pressed Kaiser to respond to remaining non-economic proposals so we could focus on economic issues. They had no immediate response but said they may be willing to respond “when we get to a point in negotiations when we can provide package proposals.” Later in the day, they came back with a single proposal, to retain current contract language on **Reduction in Force**.

We asked if they were still considering our proposal to adjust master’s level wage scales. They stated their previous economic proposal was complete and any item not referenced had been rejected. This means they outright rejected:

- Restoring employer paid retiree health plan for new employees
- Increasing dental benefit to level enjoyed by almost all other Kaiser employees
- Decreasing health insurance co-pays in-line with partnership unions
- Adjusting masters level wage scales to remove disparities with unlicensed MSWs
- Increased bilingual differential
- Student loan assistance

They also repeated that they consider their offer of a 2 percent per year wage increase a fair one, even referring to it as a *gift*. Really? With \$42 billion in cash and investment reserves, that’s the best Kaiser can offer?

We presented an updated proposal on **economic issues**, reiterating why each item is important to our members. We expressed disappointment in their continued lack of any significant movement, and were puzzled by their insistence on scheduling more dates when they keep showing up at bargaining with nothing.

We will meet again on December 6, when we will present a revised proposal on **Provider Profiles**. We hope Kaiser will arrive with some meaningful proposals of its own.

After we finished for the day, the employer sent proposed future dates for bargaining, which started with December 10, 11, 12, 13 and 14 — coincidentally, the dates of our upcoming strike.

Your steward or staff organizer will soon ask you to sign up for picket shifts for each of these days. There are also opportunities for leafleting the public and other Kaiser employees to gain support before the strike. More updates to follow, including a comparison of our proposals with the employer’s.



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