

# KAISER KPC

## MESSAGE FROM YOUR BARGAINING COMMITTEE

### NOVEMBER 21, 2018

After four months of bargaining, we are completely fed up with Kaiser management. Their repeated delays, disrespectful actions, and refusals to bargain in good faith on issues of incredible importance to us are completely unacceptable.

Recall that we presented our NUHW economic proposal to Kaiser at the end of August. This proposal includes fair raises to make up for missed wages in our last contact fight, and many benefit improvements highlighted in NUHW members' bargaining surveys and would bring us on par with other unions.

Over four bargaining sessions in September, Kaiser management completely ignored their duty to bargain and brought absolutely nothing to the table, allowing our contract to expire with no new agreement. When they finally did respond to us almost two months later, they flat-out refused to address our concerns on staffing, access, outsourcing, dental benefits, copays, life insurance, pension, HRA, alternative mental health, bilingual differentials, and many other topics on which we made reasonable proposals. They did not attempt to compromise; they simply said "no."

On wages, they offered the insultingly low 1.5% raises that you've already seen in previous updates. Since the start of September, Kaiser has done nothing but delay this process, cut off discussion, and insult our entire group by refusing to address important issues.

Nevertheless, we are continuing to work with Kaiser on scheduling additional bargaining dates, something that is in process but not yet confirmed, and will continue to fight for what is fair. We have and will continue to discuss what possible counterproposals we might make when bargaining resumes, but we are also wary of being placed in the position of "bargaining with ourselves" by dropping important demands in the face of KP's flat-out refusals to compromise.

We as a union are now in a place of unprecedented strength and have organized ourselves for a powerful, direct message to management:

**Live up to your promises to make Kaiser the best place to give and receive behavioral healthcare.**

As we approach the scheduled date of our strike, we ask the bargaining team wanted to reach out with a message of encouragement and solidarity. Though the last few months have not been easy, we as a union are now in a place of unprecedented strength and have organized ourselves for a powerful, direct message to management: live up to your promises to make Kaiser the best place to give and receive behavioral healthcare. We have the strength to win what we and our patients need if we stay committed to our goals! Be on the lookout for more updates in coming weeks, including an FAQ on striking, a side-by-side comparison of current KP vs. NUHW proposals at bargaining, and sign-up sheets for picket shifts during the week of December 10!

**Please reach out to your rep or local bargaining team member if you have questions or want to become more directly involved!**

#### NUHW ORGANIZERS

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# OUR NUHW BARGAINING COMMITTEE

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Molly Miller	Fontana	Ian Montoya	Riverside
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Jody Forter	Orange County	Krisy Elrod	West Los Angeles
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