

KAISER IBHS BARGAINING UPDATE

DECEMBER 19, 2018

SESSION
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Kaiser came to the bargaining table with nothing: No economic proposals and no non-economic proposals. Throughout our strike, Kaiser's mantra was that we should be at the table — not in the streets. Yet, when we returned to the table, they had nothing for us — as usual.

This wasn't a surprise. For Kaiser to make concessions so soon after the strike would have meant acknowledging how much the strike impacted them. Sure enough, they decided to re-explain the deeply-flawed proposal on Provider Profiles that they gave us in the last session.

Their proposal is clearly inadequate and reflects their fixation with getting patients in the door without actually connecting them to the ongoing care they need. We told them in 2015 that introducing productivity standards into the contract was premature, and it is still unjustified. Productivity metrics are meaningless until management works with clinicians to develop a model of care where patients receive consistent, high-quality care on a regular basis.

Kaiser executives try to ignore the needs of our clinicians and patients, in part because they don't understand what goes into providing psychotherapy, and in part because they *do* understand that it will require a lot more clinicians to actually fix the access problems.

With the publicity of our strike and our ongoing social media campaign, we have made it increasingly difficult for Kaiser to hide behind their PR rhetoric. We are making Kaiser executives face the facts. We won't let up until they do.

We have bargaining sessions on January 10 and 15 and expect Kaiser to start making some concessions at that time. Until then, we will continue expanding our community support and reaching out to the more than 700 patients who have shared their Kaiser horror stories with us. We also must continue to organize for a possible open-ended strike to show Kaiser we are not going to give up on our patients or ourselves.

NUHW ORGANIZERS

BEJA ALISHEVA
balisheva@nuhw.org
(415) 845-2144

SAM PAGE
spage@nuhw.org
(707) 601-1886

PETER BROGAN
pbrogan@nuhw.org
(916) 695-9651

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS