

# KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

DECEMBER 21, 2018

SESSION  
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## BACK TO THE BARGAINING TABLE AFTER STATEWIDE STRIKE

Yesterday we held our first bargaining session with management since the conclusion of our five-day strike, which was an unprecedented success and garnered media, patient, and political support from across California and the entire country!

We came into this session understanding that management would be unlikely to offer concessions immediately after our action for fear of appearing weak, and that movement from them will likely come more slowly or at the executive level.

Kaiser management did present a new wage proposal: 1.5%, 1.5%, 2% increases over three years, which represents incremental movement but is still far from fair and reasonable. They formally rejected our proposal for extra Psych RN wage increases to bring our nurses on par with other RNs at Kaiser.

On access, Kaiser managers responded to our previous proposal for psychiatry, which would have phased in protections for 1-2 week return access in our contract, by suggesting we instead have additional "discussion" about this topic in the Regional Professional Practices Committee over the course of this next contract. We let

them know that we need action and serious commitment from them, not more discussions, delays, and prevarications.

We also exchanged proposals on incentive plans. Kaiser modified its recent proposal for a home care-specific incentive structure, agreeing that it would be unreasonable for our home care members to double their current average workload over the next three years. Kaiser is now proposing that home care social workers should *slightly less than double* their current workload in order to receive an incentive bonus.

Your bargaining team also presented a counter-proposal on the social medicine incentive plan, attempting to eliminate the unreasonable bonus requirement of eight individual patients seen per day by end of the contract. Management agreed to consider it.

**Our next bargaining session is scheduled for January 3, and the previously announced meeting with Kaiser executives will be taking place today in Oakland. Be on the lookout for further updates, enjoy the holiday season, and get ready to start 2019 off strong!**

NUHW

# OUR NUHW BARGAINING COMMITTEE

Susan Whitney	Bakersfield	Candace Bivona	Panorama City
Marci Melnick	Downey	Danielle Jones	Panorama City
Karen Oman	Downey	William Navarro	Riverside
Jared Garcia	Fontana	Ian Montoya	Riverside
Molly Miller	Fontana	Mark Ariizumi	San Diego
Judith Willhide-James	Fontana	Lisa Carroll	San Diego
Marty Needleman	Fontana	James Clifford	San Diego
Emily Graham	Los Angeles	Michelle Fogle	San Diego
Jennifer Swinford	Los Angeles	Daniel Gizzo	San Diego
Tanya Veluz	Los Angeles	Ruthie Edwards	Watts Center
Hasti Afkhami	Los Angeles	Ronna Spiegel	West Los Angeles
Kelly Cruz	Los Angeles	Elizabeth White	West Los Angeles
Jody Forter	Orange County	Krisy Elrod	West Los Angeles
Jennifer Harber	Orange County	Yashica Budde	Woodland Hills
Victoria Hoskins	Orange County	Dianna Bennet	Woodland Hills
Vicki McDonald	Orange County	Kent Coleman	Woodland Hills
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