

KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

JANUARY 3, 2019

SESSION
15



MANAGEMENT MORE CONCILIATORY IN FIRST SESSION SINCE STRIKE

In our first bargaining session since our weeklong strike, Kaiser management appeared more conciliatory and actually prepared to make progress. We hope this positive momentum will continue and lead us to finally resolving this contract fairly!

Specifically, Kaiser proposed increasing (almost doubling) their retiree health HRA contribution, to \$1,800 per year of service.

Kaiser will also be reevaluating some of our proposals they had previously rejected, including our new RN and psychologist wage and classification proposals, and may be presenting counterproposals at our next bargaining session.

There was also some additional discussion about incentive plans. We rejected their absurd proposals for new home care bonus metrics, and counterproposed that home care members continue to receive a regional average bonus payout while reasonable metrics are mutually worked out in a joint labor/management committee during our next contract.

This session also notably included a report by a Kaiser compensation specialist, who presented various claims about wage rates among Kaiser's competitors. This report was not particularly helpful, as it did not include any actual data, nor any information about the competitors it referenced.

NEXT BARGAINING SESSION: JANUARY 18

We are hoping for additional movement from Kaiser in response to our strike, leafleting, social media activism, and political support.

In the meantime, a meeting for all NUHW stewards will be held on January 12 in Orange County to discuss next steps in our contract campaign. Please make sure to actively share your feedback with your steward beforehand so they can use it to inform their decisions.

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NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

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