

KAISER PERMANENTE IBHS BARGAINING UPDATE

JANUARY 10, 2019

SESSION
19



In the first bargaining session of 2019, Kaiser made some positive movement, presenting its revised proposal on provider profiles, effectively increasing the new-to-return ratio to 1:5 (they call it 1:6, but count transfers as returns instead of news). Management acknowledged that Kaiser has serious issues with return access, but its proposal does not go nearly far enough in addressing them:

- It would not be fully implemented for three years,
- It maintains language allowing Kaiser to violate the ratio whenever initial access falls behind, and
- It continues to allow for only 10% protected IPC time.

We let them know we cannot settle for this and will be providing a counter proposal at our next bargaining session on Tuesday, January 15th.

Kaiser also proposed increasing the dental benefit to \$1,500, and the retiree health HRA account benefit from \$1,000 to \$1,800 per year of service. The \$1,500 dental benefit would put us in line with most other KP employees, while the \$1,800 HRA benefit would continue to leave us with 10% less than other KP employees. Neither increase would be implemented until 2020.

While we are encouraged to see positive movement at the bargaining table, we must continue to pressure Kaiser away from the bargaining table to keep negotiations moving forward. Our statewide strike was overwhelmingly successful at exposing the deficiencies of Kaiser's mental healthcare delivery system. We have collected hundreds of stories from Kaiser mental health patients, leveraged our relationships with political and community leaders, and expanded our social media campaign. These efforts will help us move Kaiser, but only if we stay united at our worksites to achieve parity for mental health patients and the providers who care for them.

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