

KAISER IBHS BARGAINING UPDATE

JANUARY 15, 2019

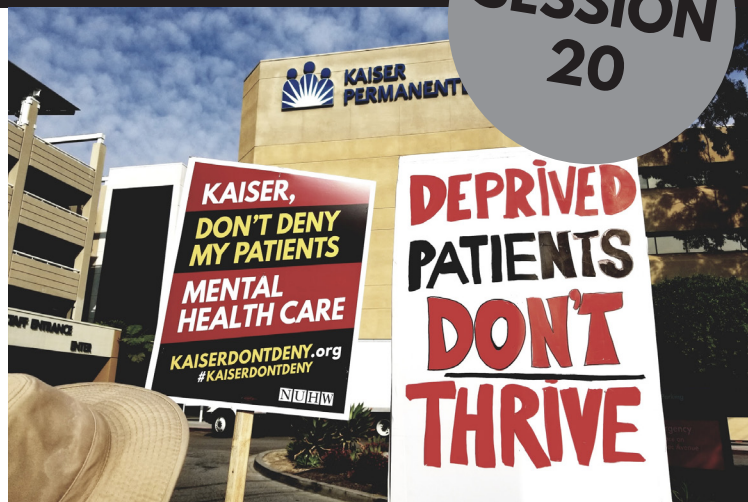
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Kaiser had told us they would have a counter-proposal for us on January 15 regarding after-hours coverage for the ED. However, they did not but instead provided their proposed language for “Voluntary Benefits by Design” (e.g., pet insurance, long term care insurance etc., at group rates) and “Alternate Compensation Program.” We made these proposals on August 8 and they agreed to them on October 11. We suspect they proposed this language so they can claim they are “enhancing” the benefits package.

We provided Kaiser a revised proposal on Provider Profiles. Most significantly, our revised proposal creates Staffing Committees at each Medical Center, allowing local labor and management to jointly determine how best to address staffing and access issues. Our proposal also contains a mechanism to hold both parties accountable to working collaboratively. Kaiser’s chief negotiator initially characterized our proposal as “four steps backward.” However, when we clarified that Kaiser’s top executives had invited us to make such a proposal, and after a lengthy caucus, she said they would consider it.

Our revised proposal also contains a requirement that a patient being transferred to a provider from an IAC also have a return appointment scheduled within two weeks of the transfer appointment. We also proposed that a 5:1 return to new ratio be fully implemented by the end of this year. In revising our proposal, we made it clear to the employer that certain other provisions of the proposal would have to remain in order for us to recommend it to our members, including:

- 20% protected IPC time built into schedule at provider’s discretion;



- Elimination of current contract language that allows the Employer to ignore the ratio with impunity;
- Prohibition against booking News into open Returns without provider’s pre-approval and guarantee that future New will be converted to a Return;
- Ability for provider to convert News to Returns when necessary to meet the needs of patients.

Kaiser Executives continue to “assure” us of their commitment to increase staffing and improve return access; we just need them to put it in writing. We must continue to do whatever is necessary to force Kaiser to do the right thing. Our stewards are meeting tomorrow to decide on next steps. Stay tuned for an update.

Our next bargaining dates are scheduled for January 24, January 31, and February 6.

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