

# KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

JANUARY 16, 2019

SESSION  
16



This session produced some additional small movement from Kaiser, as management proposed raising our annual tuition reimbursement to \$3,000 and formally allowing tuition reimbursement to be used in conjunction with education leave for all KPC members. We counterproposed that \$750 of the \$3,000 should also be usable for travel and accommodation expenses, up from \$500. Management indicated they were willing to reconsider our psych RN wage parity proposal and our new psychologist classification proposal, but only as part of a larger economic package.

We also presented a proposal for a new labor/management patient care and staffing committee on a regional level. This committee would be backed up with potential binding arbitration of disputes for all KPC classifications around patient

care delivery and staffing levels. Kaiser management had a lot of questions about this proposal, which we discussed extensively.

Positive movement continues to come slowly in the wake of our strike, but management has still not moved enough on the issues of core importance to NUHW members. Your bargaining team will continue meeting with Kaiser management and assessing any progress, but in the meantime the steward council will be discussing next steps at its upcoming February meeting.

**All members are encouraged to continue share our social media efforts, wearing our NUHW pins, and preparing to take additional steps to win what we deserve!**

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**NUHW** NATIONAL UNION OF HEALTHCARE WORKERS

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