

# KAISER PERMANENTE HEALTHCARE PROS BARGAINING UPDATE

January 22, 2019

SESSION  
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## KAISER BRINGS NOTHING NEW TO THE TABLE

We saw some progress made at bargaining on Wednesday, with Kaiser agreeing to increase tuition reimbursement to \$3,000 per year, up to \$750 of which can be used for travel expenses. While this is an improvement for us, it is what most other Kaiser employees already receive. Even for this simple proposal, Kaiser came in offering \$500 for travel expenses — until we pointed out that they just agreed to \$750 with the Alliance Unions.

Otherwise, Kaiser brought nothing new to the table. They did “re-gift” us with proposals they had made previously, essentially accepting our August proposals on Alternative Compensation Plan and Voluntary Benefits by Design (e.g., pet insurance).

While we let them know we appreciated this movement, we reminded them that almost every economic proposal we have made has been for the purpose of simply bringing Healthcare Professionals up to the same level as other Kaiser employees.

**If everyone else has a \$1,500/year dental benefit, give us \$1,500. If everyone else has \$2,000 per year of service in a retiree**

**health HRA, while we have \$1,000, don't expect us to be grateful for an offer of \$1,800. As long as all other employees have a pension, give us our pension back for new employees.**

After a brief discussion, we asked if Kaiser had a response to our September proposal on career ladder for registered dietitians and senior classifications for speech pathologists and audiologists. They said they were still considering these proposals but had no immediate response. We also asked if they could respond to our proposal on metrics for the incentive plans, made back in October. After a short caucus, they told us they were not prepared and had nothing else for us.

### NEXT BARGAINING DATES

February 8

February 22

Kaiser is moving slowly in bargaining for our Psych-Social and IBHS units as well. Stewards are meeting in mid-February to decide next steps if Kaiser has not made significant movement.



**BEN SNYDER**  
bsnyder@nuhw.org  
(425) 275-8061

### NUHW ORGANIZERS

**HALEY SHOWELL**  
hshowell@nuhw.org  
(609) 816-9212

**EDAN DHANRAJ**  
edhanraj@nuhw.org  
(610) 360-0726