

KAISER PERMANENTE IBHS BARGAINING UPDATE

JANUARY 25, 2019

SESSION
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LOTS OF TALK, LITTLE ACTION FROM KAISER

Once again, “Schedule Management” dominated our discussions. Kaiser gave us a “new” proposal that contained nothing new, just a clarification of their previous 1:6 new-to-return appointment ratio, which is, in fact, a 1:5 ratio since transfers count as returns instead of news. They also continue to reject all our proposals to hold them accountable to maintaining this ratio:

- **We propose full implementation by the end of this year; they propose by the end of the contract.**
- **We propose allowing therapists to convert news to returns as needed to meet treatment needs of patients; they propose maintaining contract language that allows them to continually add news to meet initial access need.**
- **We propose a joint labor/management staffing and access committee with a third party neutral arbitrator available to resolve disputes; they refused to even discuss this proposal.**

Kaiser is still holding on its proposal of only 10% IPC time, even after we demonstrated mathematically how it is worse than the current unsustainable 75% seen metric.

We asked for their promised response to our last proposal on after hours coverage in the ED and a response to a proposal we made in October to resolve a host of other non-economic issues. After brief discussion, they asked to caucus.



After a two-hour caucus, instead of addressing these issues, they told us that, based on a market survey, all of our IBHS employees, except for about 25 CDRP counselors, are overpaid, especially LCSWs. They said that outside of the Bay Area, these classifications are even more above-market, so we should expect their wage offer — coming soon — to include lump sums instead of wage increases for Central Valley and Fresno employees.

Kaiser may be preparing to make a “last, best and final” offer and ask our bargaining committee to bring it to a vote of members. If this happens, our stewards and bargaining committee will decide on next steps. Based on the offer, this could range from recommending acceptance (if the offer is very, very good) to recommending an open-ended strike (if the offer is very, very bad).

Our two remaining bargaining sessions are on January 31 and February 6. Members are encouraged to attend. Contact your NUHW staff organizer or a bargaining committee member for time and location information.

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