

KAISER PERMANENTE IBHS BARGAINING UPDATE

JANUARY 31, 2019

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Despite owing us responses on every section of the contract, Kaiser showed up to bargaining empty-handed yesterday. After brief introductions, they caucused until after 1 p.m., then came back with a “Comprehensive Operational Package Proposal” covering nine sections of the contract. For seven of them, their proposal was just a continued rejection of our previous proposals, including:

- Rejecting any consideration of student loan repayment assistance
- Saying no to the “union only” segment of the LPPC feedback meetings
- Eliminating the rehire policy that allows for employees returning to Kaiser within two years to resume benefit accrual levels where they left off

They made minor changes to their proposal on schedule management but are refusing to budge on (1) their limit of 10% IPC time, (2) Kaiser’s ability to convert return appointments to new appointments with impunity, and (3) Kaiser waiting to improve return access for three years – all things we have repeatedly told them are not acceptable.

The one positive thing in their package was changes to their proposal on after hours coverage, moving closer to our proposal to have dedicated teams and minimize



involuntary call-in all facilities. At our next bargaining session we will provide a response to their proposal.

We need to ensure we make our voices heard in the facilities, not just at the bargaining table. We should continue to promote our Kaiserdontdeny.org website by wearing buttons and sharing NUHW’s social media posts. We can also show our unity and determination by actively participating, when asked by a steward or NUHW staff organizer, in activities to educate the public and/or put pressure on Kaiser.

We have bargaining scheduled on February 6, 20 and 28. We also have a Kaiser statewide town hall conference call on Saturday, March 2, at 9:00 A.M. to report on our contract campaign and answer members’ questions. Stay tuned for instructions on how to join this call.

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