

KAISER IBHS BARGAINING UPDATE

FEBRUARY 7, 2018

SESSION
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HOLDING KAISER ACCOUNTABLE

Yesterday we presented revised proposals on four sections of the contract: **Provider Profiles, After Hour Coverage, Corrective Action and Student Loan Repayment Assistance.** After a three-hour caucus, the management team rejected all our proposals, including one to institute a program, similar to one adopted by large corporations like Abbott Laboratories, where the employer contributes 5% of an employee's salary to a 401(k) plan to offset the employee's student loan repayments.

Our bargaining team reminded them, once again, that our members will never vote to ratify a contract that does not contain adequate time in schedules for providers to complete all of their work within normal work hours, and 10% IPC just won't fly. And our bargaining committee will not recommend a contract that does not include mechanisms to hold Kaiser accountable to doing what they say they are committed to doing:

- Being the model for mental health care, which means being accountable to recruiting, hiring and retaining sufficient staff, and providing sufficient access to care to meet the needs of all patients.
- Being the employer of choice for mental health professionals, which means addressing work/life balance issues and

workload issues in a meaningful way, as well as providing benefits and wage increases on par with what other Kaiser employees receive.

To win contract language that holds Kaiser accountable, we will first have to hold Kaiser publicly accountable by:

- Continuing to share stories from patients on our **KaiserDon'tDeny.org** website;
- Enlisting the support of elected officials, community allies and professional organizations;
- Educating non-NUHW Kaiser workers about how our issues impact them and asking for their support;
- Continuing to demonstrate our unity and determination at our worksites; and
- If necessary and if we collectively decide, participating in an open-ended strike.

We 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. We also have bargaining scheduled on February 20 and 28 and will be adding dates for March soon.

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