

KAISER PERMANENTE HEALTHCARE PROS BARGAINING UPDATE

February 11, 2019

SESSION
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During negotiations on Friday, February 8, Kaiser responded to a few of our proposals:

- On Career ladders for Registered Dietitians KP agreed to add five more board certifications, and for Health Educators in the lactation field agreed to add IBLCE, each of which would entitle advancement to a level 2; but rejected our proposal for a Level 3.
- Kaiser similarly continued to reject our proposal for senior classifications for Speech Therapists and Audiologists.
- Kaiser still insists that management shall unilaterally determine metrics and goals for incentive plans.

We gave KP a revised proposal on all remaining economic issues, reminding them we will not be short-changed on wages and benefits. As long as almost every other unionized worker at Kaiser is entitled to a pension, we should be as well. Furthermore, the 1.5% annual wage increase they are offering is a joke.

We are hoping the movement we made will spur Kaiser to make more reasonable offer to us when we meet again on February 22.

But Kaiser still has a long way to go to become the “Employer of Choice” for Registered Dietitians, Health Educators, Speech Therapists and Audiologists. We must show Kaiser it is in its best interest to move significantly at the bargaining table. With our NUHW members in the Psych-Social and IBHS bargaining units, we are



holding Kaiser accountable in a variety of ways:

- Continuing to share stories from patients on our KaiserDontDeny.org website;
- Enlisting the support of elected officials, community allies and professional organizations;
- Educating Kaiser workers not in NUHW about how our issues impact them, and asking them to support our efforts;
- 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.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

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

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

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