

# KAISER PERMANENTE IBHS BARGAINING UPDATE

FEBRUARY 21, 2019

SESSION  
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Bargaining was scheduled to start at 10 A.M., but management did not show up until after 1 P.M. They stuck around for 38 minutes before calling yet another caucus. They did not return.

In their short time with us, management presented an “updated, comprehensive economic package.” As they handed it to us, they said they felt “very excited” and “very, very comfortable” with it, but it contained nothing new except:

1. Elimination of union oversight of advanced step placement for new hires, and
2. An increase from 2% to 2.25% for the 2018 wage increase for everyone *except* Central Valley and Fresno employees.

We expect that KP’s next “Leadership Update” will claim that their package represents a 16.75% increase in wages for the Greater Bay Area and 15% for Central Valley/Fresno. However, when we do the math, the three-year wage increases actually amount to 6.25% and 6%, respectively. They think they can fool us by adding in potential, *but not guaranteed*, incentive plan payouts of 3% per year and lump sums, for Greater Bay Area employees only, of 0.5% per year.

On top of paltry wage increases, Kaiser continues to “offer” us benefits inferior to those enjoyed by other Kaiser union employees. For example, they still insist on an unreasonable 90% bookable metric, refuse to consider any measures to improve recruitment and



retention, and continue to reject any proposals to eliminate the disparity between Licensed Master’s Level providers and unlicensed MSW’s.

Kaiser’s proposals, and their attitude in bargaining, continue to demonstrate how little they value our clinicians. And worse, they are completely unapologetic about their disrespect. We need to do everything we can to make them uncomfortable, including making sure managers at every level know how displeased we are and that we are prepared to go on an open-ended strike when the time comes.

We have a Kaiser Statewide Town Hall conference call on Saturday, March 2, at 9 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 28, March 12, and March 22. All members are welcome and encouraged to join bargaining sessions. RSVP with your steward or organizer.

## NUHW ORGANIZERS

BEJA ALISHEVA  
balisheva@nuhw.org  
(415) 845-2144

TARA DRAPER  
tdraper@nuhw.org  
(209) 277-0509

SAM PAGE  
spage@nuhw.org  
(707) 601-1886

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS