

KAISER IBHS BARGAINING UPDATE

FEBRUARY 28, 2019

SESSION
25

We presented a revised proposal to Kaiser, which included:

- Accepting KP’s proposed implementation of minor benefit changes in 2020 instead of 2019;
- Cutting in half the amount of our proposed lump sum adjustment to make up for previous lost wages; and
- Modifying our proposal slightly downward on wage adjustments for licensed master’s level clinicians to achieve parity with MSWs.



Kaiser rejected our proposal and made a provocative revised wage proposal that would create a three-tiered wage scale, with Bay Area wage rates slightly higher than those in the Sacramento Area, which in turn are slightly higher than those in the Central Valley and Fresno. Their proposal for wage increases is now:

Effective Date	Bay Area		Sacramento		Central Valley	
	Wage	Lump Sum	Wage	Lump Sum	Wage	Lump Sum
Upon ratification	2.5%	0	2.25%	0.25%	2.0%	0.5%
October 2019	2.5%	0	2.0%	0.5%	2.0%	0.5%
October 2020	2.5%	0	2.0%	0.5%	2.0%	0.5%

Insultingly, this proposal costs Kaiser less money in the first year than their previous proposal. Kaiser proposed similar tiered wages to CNA nurses, but ultimately backed off. In our former union, we eliminated tiered wage scales in 2006 that had been in place for 20 years.

Kaiser publicly uses the “shortage” of therapists to excuse their lack of hiring sufficient staff. Yet they continue to put forth substandard wage and benefit proposals and have rejected every proposal the union has made to improve recruitment and retention. What’s more, they refuse to budge on forcing unreasonable workloads on therapists and will not accept any contract provision that would hold them accountable to providing patients access to timely treatment appointments.

Our choice is clear: we either accept substandard wages, benefits, and working conditions that don’t allow us to provide our patients the care they deserve, OR we let Kaiser know we are preparing to do whatever it takes, up to an open-ended strike.

Starting next week, our stewards and NUHW staff will circulate a petition to authorize our bargaining committee to call for a strike, possibly open-ended, in the event Kaiser does not make significant positive movement.

We have two more bargaining sessions scheduled for March 12 and 22 and will keep you updated.



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