

KAISER IBHS BARGAINING UPDATE

MARCH 25, 2019

Friday's meeting was short. Kaiser's reps were over an hour late and brought just one proposal for us: adding 0.5% to the wage increase in 2020 for the Bay Area, and 0.5% to the lump sum for the Sacramento area, the Central Valley, and Fresno.

Before they presented their proposal, their chief negotiator commented on the "amazing and significant" progress they had made in addressing patient care needs in their schedule management proposal and made a ridiculous claim that the union's proposal would "harm patients."

We pointed out that their 6:1 New-to-Return ratio proposal is not progress, with transfers counting as returns, unlimited ability to change Rs to Ns any time they're out of initial access, and a full three years to implement. We also noted that their 90% booked metric is actually mathematically worse than the 75% seen metric, based on the current FTKA rate, leaving our therapists in Psychiatry with even less IPC time than they have now.

We reminded them that their focus on intakes has caused actual harm to patients, who are left to wait weeks and even months for return appointments, sometimes decompensating and ended up in the Emergency Department. This was followed by some heated back-and-forth before the employer left the room without discussing their proposal.

When they returned after 1 p.m., we went over their proposal together. First we clarified that this was the totality of their new proposal — that they were not addressing the wage discrepancy between Licensed Masters Level clinicians and unlicensed MSWs, offering any type of student



loan repayment assistance, or giving us parity in benefits with other Kaiser employees.

We then did the math for a Licensed Master's Level clinician currently at Step 6 in the wage scale, which showed that after the 2020 proposed raises, a clinician in the Central Valley would be making about \$2,250 per year less than his or her Bay Area counterpart; one in Sacramento would be making \$1,975 less.

When we asked how they thought our members would responded to this, they accused us of trying to put "a negative spin on it." Their position is that therapists are already overpaid, and Kaiser's proposals are all "enhancements."

If you haven't already done so, please sign our Strike Authorization Petition to help ensure:

**PARITY IN WAGES • PARITY IN BENEFITS
PARITY FOR OUR PATIENTS**

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