

KAISER PERMANENTE PSYCH-SOCIAL BARGAINING UPDATE

APRIL 15, 2019

SESSION
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On Friday, April 12, we reached a tentative agreement on an intensive joint decision-making process to meaningfully address staffing and return access issues in Psychiatry. This collaborative process is expected to yield some positive results within six months and is a significant first step in correcting Kaiser's pervasive ongoing problems.

We know it will take years to resolve these issues, so we let KP know that its psychiatry clinicians need to see some immediate relief from their onerous working conditions. We proposed that clinicians be guaranteed a reasonable minimum amount of patient management time so they can complete required charting and other duties during their scheduled hours. We await management's response.

We also presented a copy of a petition from our Pasadena clinicians detailing the egregious conditions there and demanding specific remedies. A copy of this petition is included with this Bargaining Update. Pasadena members also authorized a one-day strike to take place at the Pasadena clinic on Thursday, April 25. We hope that management will demonstrate their commitment to improved staffing and return access by responding to clinicians' demands prior to the strike date.

We also received a proposal from management regarding incentive plan metrics and goals for medical social workers. The MSW members of our bargaining committee had explained during



previous meetings why Kaiser's initial proposal was unacceptable and presented a reasonable compromise proposal from us. Nevertheless, management came back with their initial proposal.

Management proposes that MSWs increase the number of unique patient touches from the regional average of 5.5/day to 9/day by 2021. This would mean either reducing the average amount of time spent with each patient, from 1 hour down to 36 minutes, OR working 13 hours per day to offer patients the quality of care they currently receive. Neither option is acceptable.

Management says they will give us a complete package proposal covering all open issues at our next bargaining session, scheduled for Wednesday, April 24. This proposal, and Kaiser's response to the Pasadena situation, will help us determine if we need to file our ten-day notice of an open-ended strike. A supermajority of members have already signed the strike authorization petition. If you haven't signed it yet, we encourage you to do so.

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