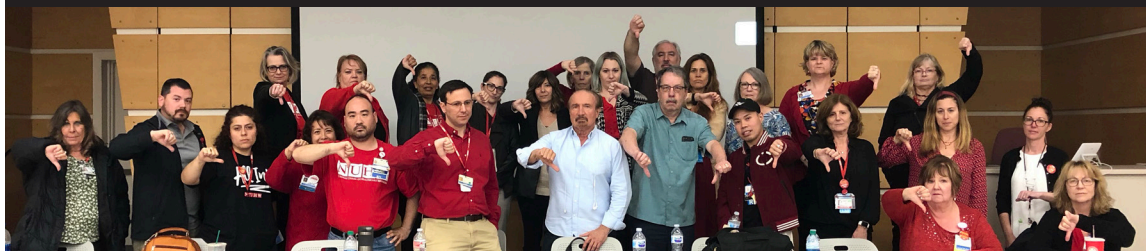


PSYCH-SOCIAL/HEALTHCARE PROS BARGAINING UPDATE

MAY 23, 2019



TOWN HALL CONFERENCE CALL

Please join our Town Hall conference call on Saturday at 9 A.M. There will be a full update from the three bargaining committees, a recommendation on next steps, and the opportunity to ask questions.

If you have not received information about the Town Hall and would like to participate, go to nuhw.org/town-hall to enter your phone number. Approximately 24 hours before the town hall, you will receive a robo-call reminder with information on how to join the call.

On the day of the town hall, you will receive a call at about 9 A.M.; if you want to participate in the call, you should answer the phone. If you miss this call, you can still listen in by following the instructions left for you from the robo-call the day before, but will not be able to actively participate in the call.

On Wednesday afternoon, Kaiser executives, including Dennis Dabney from National Program Offices and SCPMG CEO Annie Russel presented our bargaining committees with a “comprehensive” package proposal. We did not have high expectations despite KP executives’ representations that they were hoping to have a package that would lead to settlement.

What they presented was even worse than we expected. The highlight was their wage proposal of 3 percent in the first year and 2 percent in each of the subsequent years, with paltry bonuses on ratification and in the second year. This still falls short of what other unions received. They also proposed some additional adjustments for Psych RNs, but still not bringing them up to what other Kaiser RNs make.

“People really took offense to the optics that would put millions outside of KP, but would not invest in their own existing staff. That’s a bad outcome.

They really blew it with how they put this together and presented it. Someone in labor relations should lose their job over this.”

Dan Gizzo
Psychologist
San Diego

Beyond that, their package had very little. They did not propose restoring the pension or improving bi-lingual pay. Not only did they fail to address staffing or workload issues, they brought back a proposal they had withdrawn in Psych-social that would make it harder to use professional time. To add insult to injury, Annie Russell went on and on about KP’s commitment to invest millions of dollars in training programs

and community mental health groups, expecting this would convince us KP is serious about addressing mental health issues.

Our bargaining committees will be meeting early next week to put together a counter proposal, letting KP know what it will take to settle our contracts. We will also be meeting with all of our stewards and bargaining committee members to decide when (no longer if) to give Kaiser a 10-day notice of an open-ended strike.

Our IBHS bargaining committee is meeting with KP today, and we expect another horrific proposal.

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