



IBHS BARGAINING UNIT

A SIDE-BY-SIDE COMPARISON OF PROPOSALS

MAY 31, 2019

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
STAFFING/ACCESS/WORKLOAD			
Immediate Relief	Hire new providers where there is available office space; immediately go to 20% guaranteed IPC time; establish crises teams at all locations; supplement triage staff with Psych RN's on temporary basis	"Enforce" agreement made by RPPC in 2017; hire temp employees for crisis and triage	Reduce therapist workload to make it sustainable while we work on long term solutions
Provider Profiles	20% guaranteed IPC time; ability to convert Ns to Rs; add more limits to subcontracting	10% IPC time; no ability to convert; Reject	Ensure enough time to complete all duties; flexibility to meet patient needs; hold KP additional to hire more staff when needed
Staffing & Access Committee	Facilitated and structured committee to work on staffing, access and patient care issues	Committee but no structure and no accountability	To hold employer accountable to addressing staffing and access issues
COMPENSATION			
Annual Wage Increases	7.0%, 3.0%, 3.0%	3%, 2.75%, 2.75%	First year to make up for 5 year wage freeze; 2nd & 3rd years to match other union increases
Lump Sums	One-time from 2% to 7.5% payout based on hire date	0%, 0.25%, 0.25%	To make up for lost earnings
Incentive Plan	Maximum payout of \$5,000; metrics in contract	Maximum payout of \$5,000; metrics decided by Employer	
Master's Level Adjustment	Extra 6% increase	Extra 4% increase	Unlicensed MSWs make up to 10% more than licensed level Master's level clinicians
Compensation for Call	Increase compensation to 1:2 for hours on call and 1:1 for hours onsite; employee has choice of ATO or pay	Keep compensation the same; employer agreed to choice of ATO or pay	Make voluntary call more appealing and reduce reliance on involuntary call
Bilingual Differential	\$1.75/hour	Current \$1.00/hour	Improve recruitment of bilingual providers
Shift Differential	\$3.00/hour after 5:30 p.m.; \$5.00/hour after 9 p.m.	\$3.00/hour after 5:30 p.m and must work 3 hours after	To make after-hour positions more attractive
Per Diem Differential	20%	\$1.00/hour	Our SoCal Units get 20% and other professionals at Kaiser get from 15-20%

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BENEFITS			
Health Insurance	\$10 co-pays	Maintain \$20.00 co-pay	Alliance unions settled for \$10 co-pays
Dental Insurance	\$1,500/year	\$1,500/year but not until 2021	Other unions have had \$1500 for years
Alternative Mental Health	Allow benefit for dependents	Rejected	Potential conflict for benefit to receive care from Kaiser
PTO - Holidays	Add MLK Day	Rejected	National Holiday - other unions have
PTO - Holiday Pay	1.5 times pay for hours; worked + Holiday Pay	Straighttime pay for hours worked + Holiday Pay	All other unions have - primarily for on-site ED staff who work holidays
PTO -Holiday Pay Part-time	Clarify language	Rejected	Ensure no employee loses pay for observing holiday
PTO - Usage	Easier to get time off	Rejected	Allow more work-life balance for employees
Retirement Plans	Restore 401(k) 1% match based on performance	Rejected	Benefit that other unions still have
Retiree Medical	provide employees hired before 1/1/21 with medical subsidy; Increase HRA amount to \$2,000/year of service	No subsidy for employees hired after 12/31/16; Keep HRA amount at \$2,000/year of service	Alliance Unions agreed to eliminate subsidy for those hired after 1/1/21; alliance unions have \$2,000
Jury Duty Pay	Would guarantee pay if subpoenaed as a witness related to employment	Say it is current practice but do not want to put in contract	To memorialize current practice and is in all other NUHW contracts
Recruitment & Retention	Develop student loan repayment assistance program by 2020	Offer	VA and other non-profits have programs - a good recruitment and retention tool - provided info about for profits who have programs
OTHER			
Rehire Policy	For employees returning in less than 2 years, start with previous PTO accrual rates	Start with new hire accrual rates	Previous practice in IBHS; language proposed is from SoCal Psych-Social contract
Posting & Filling Positions	Seniority a primary consideration in choosing among qualified candidates	Management can basically choose whomever they want	Does away with favoritism; makes it easier to transfer; original proposed language is from Psych-Social contract - modified to give management more choice
Professional Practice Committees	Retains union-only feedback meetings	Eliminates union-only feedback meetings	Even site managers acknowledge these meetings are useful
Corrective Action Procedure	Eliminate inability to grieve; Last Chance Agreements	Rejected	Non-sensical language not in any other contract at Kaiser - was in Optical and removed in 2016
Steward Training Days	Monthly and 100 paid limit	Bi-monthly; 32 limit	Use to be monthly and unlimited; others still have
Contract Administrator	1 for IBHS 1,700 members	Rejected	Used to have; Alliance just increased to 1:1,200
Employer Neutrality	Same as Coalition & Alliance	Rejected	
Employment & Income Security	Same as Coalition & Alliance	Rejected	