

Kaiser Contract Campaign Update July 11, 2019

NUHW members resoundingly rejected Kaiser's contract proposals

The rejection margins were as follows:

- IBHS: 92 percent
- Psych Social: 86 percent
- Healthcare Pros 82 percent

NUHW members couldn't have sent a stronger message to Kaiser that we demand a contract that treats us and our patients fairly.

We are calling on Kaiser to finally respond to the challenge made last month by the leaders of the State Senate and Assembly to return to the bargaining table and reach a fair agreement and to avoid the possibility of another work stoppage.

Kaiser management should no longer be under the illusion that its "best" offer was satisfactory. While Kaiser did finally make some movement after the open-ended strike was authorized, it still hasn't offered NUHW members the same salary adjustments and benefits it has provided to its other unionized workers.

Regarding mental health care, Kaiser's offer doesn't provide immediate relief for overburdened clinicians and patients who can't get the timely care they need. To finally address severe understaffing in Kaiser mental health clinics, we are seeking the following as part of a final agreement:

1. Kaiser needs to hire hundreds more full-service therapists.
2. Kaiser needs Crisis Teams in every Psychiatry Department.
3. Kaiser therapists need more work time for patient care duties beyond seeing patients.

Please widely share on [Facebook](#), [Twitter](#), and [YouTube](#) this new video of clinicians describing our solutions for fixing Kaiser's mental health system.

Kaiser raked in \$3.2 billion in net income during the first three months of this year. It has the money to solve its mental health crisis and treat all its workers fairly.

There is some reason to be optimistic that Kaiser is finally taking our concerns seriously. In the wake of our rejection of its contract offer, Kaiser recently announced that it has posted 300 mental health positions across the state. It's too early to tell whether this is a turning point and marks a real commitment from Kaiser to address staffing issues. We need verification of their plans, and we need to be able to work together on how to provide immediate relief, which can only happen once Kaiser returns to the bargaining table.

San Francisco Strike

The challenges we face in fixing Kaiser's mental health system were illustrated in San Francisco, where clinicians held a one-day strike Wednesday to protest [severe understaffing](#) that has resulted in 70 percent of group therapy programs being cancelled and children having to wait four to six weeks for their first face-to-face appointment.

During the strike, clinicians were joined by patients, elected officials, and advocacy groups including Mental Health America. Several members of the San Francisco Board of Supervisors addressed NUHW members, and called on Kaiser to honor the board's unanimous resolution earlier this year calling on Kaiser to increase staffing and reduce patient wait times.

The strike was covered by many news outlets, including the [San Francisco Examiner](#), [KALW](#), [KPFA](#), [KQED](#), [ABC7](#), and [the San Francisco Business Times](#). One clinician also had a live in-studio interview with KTVU Fox-2.

Before the strike had ended, we received word that Kaiser management was ready to work with clinicians to address the staffing shortages in the clinic.

That's a start.

Now it's time for Kaiser to work with us to fully staff all its clinics and finally address its mental health crisis.