



# IBHS BARGAINING UNIT

## KAISER'S "LAST, BEST, AND FINAL OFFER"

### A SIDE-BY-SIDE COMPARISON TO OUR LATEST PROPOSAL

#### SEPTEMBER 9, 2019

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
<b>STAFFING/ACCESS/WORKLOAD</b>			
Immediate Relief	Hire new providers where there is available office space; immediately go to 20% guaranteed IPC time; establish crisis teams at all locations; supplement triage staff with Psych RNs on temporary basis; union input on new hire assignments	"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 for at-risk patients; 5:1 return to new ratio	15% IPC time; no ability to convert; 5:1 ratio implemented up to two years from now	Ensure enough time to complete all duties; flexibility to meet patient needs; return access has to improve now
<b>COMPENSATION</b>			
Annual Wage Increases	4.0%, 3.0%, 3.0%; first year increase paid retroactively	3%, 2.75%, 2.75%; first year increase not retroactive unless ratified by September 17	First year to partly make up for 5-year wage freeze; 2nd & 3rd years to match other union increases
Lump Sums	3.0 % upon ratification	0%, 0.25%, 0.25%	Partial makeup for lost earnings
Incentive Plan	Metrics decided by employer with input from union	Metrics decided by employer	
Master's Level Adjustment	Extra 5% increase	Extra 4% increase	Unlicensed MSWs make up to 10% more than licensed level Master's level clinicians
Chemical Dependency Counselors	Extra 5% increase	Extra 5% increase	Below market rate adjustment
Bilingual Differential	\$1.25/hour	Current \$1.00/hour	Improve recruitment of bilingual providers
Per Diem Differential	10.0%	Current \$1.00/hour	Our SoCal Units get 20% and other professionals at Kaiser get from 15-20%

**CONTINUED ON BACK**

**CONTINUED FROM FRONT**

<b>ISSUE</b>	<b>UNION PROPOSAL</b>	<b>KAISER PROPOSAL</b>	<b>UNION RATIONALE</b>
<b>BENEFITS</b>			
Health Insurance	\$5 co-pays	Maintain \$20 co-pay	Kaiser proposing \$5 co-pays for coalition unions
Alternative Mental Health	Allow benefit for dependents	Rejected	Potential ethical conflict to receive care from Kaiser
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
<b>OTHER</b>			
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 up to 100 stewards paid	Bi-monthly; limit of 32 stewards paid	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