

KAISER OPTICAL BARGAINING UPDATE

AUGUST 28, 2019



After Kaiser cancelled bargaining in July, we finally had our first bargaining session on Tuesday. After brief introductions, we engaged in somewhat contentious dialog over the hassles our bargaining committee members experienced in getting released for bargaining. We then exchanged proposed ground rules for bargaining, agreeing on several terms, but not all. Kaiser's chief negotiator said they would respond at our next meeting

While we did not give Kaiser any written proposals, we did clearly communicate our priorities, as expressed by a supermajority of our members who signed onto our bargaining platform earlier this year:

- Restoration of the defined benefit pension
- Lower copays for doctor's visit and prescriptions
- More full-time positions and adequate staffing
- Parity in wages and benefits with other unions

Steve French, Optical General Manager, shared his view that Kaiser's success in the optical business depends on everyone working as a team. Our bargaining committee shared with him how difficult it is to do this when management treats most members of the "team" like second-class citizens. One bargaining committee member showed them the full-page newspaper ad listing the benefits Kaiser gives their union employees, but not to us. Why not us? Management needs to *model* "team," not just *talk* it.

**Red Days Every
Wednesday Until We
Settle a Contract !**

Our next bargaining dates are September 10, 17, 25 and 30.

All members are welcome to attend. Just ask your steward, bargaining committee member, or organizer for details.

NUHW ORGANIZERS

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