



## **IBHS STEWARD COUNCIL MINUTES July 18, 2019**

**NUHW Stewards Present:** Adam Front, Adrianna McCants, Al Ibarra, Alberto Matias, Anjahni Davi, Ann Tran, April Brownell, Caleb Birkhoff, Christine Messinger, Clem Papazian, Dan Curry, Derek Travis, Diana Dorhofer, Emily Schwartz, Julia Thompson, Kathy Ray, Kelly Mcgee-O’Dea, Ken Rogers, Kirstin Quinn Siegel, Laura Lencioni, Linda Mackinson, Lois Everitt-Krause, Lori Ono, Mary Anne Beach, Mickey Fitzpatrick, Miranda Buxton, Misha Gutkin, Nicole Colao-Vitolo, Osun Yoo, Percy Castellanos, Peter Ly, Raquel Garcia, Robert Carriger, Scott Lafranconi, Shay Loftus, Thomas Painter, Tomoko Kunita

**NUHW Staff Present:** Greg Tegenkamp, Carolyn Bowden, Tara Draper, Fred Seavey, Beja Ailisheva, Keane Chukwuneta, MV Watson

<b>Topic</b>	<b>Discussion/Findings</b>	<b>Action/ Responsibility</b>
<b>Union-wide reports</b>	a. Swearing in of 4 new stewards: Percy Castellanos, Mikhail (Misha) Gutkin, Alberto (Al) Ibarra, Laura Lencioni	
<b>Bargaining and Contract Campaign Updates</b>	<p>a. Kaiser contract proposal vote: unanimous rejection by IBHS (92%), PsychSocial (86%), &amp; Healthcare Pros (82%).</p> <p>b. Approximately 300 new mental health positions were created across the state. KP does not want to give credit to union's advocacy. NUHW requesting collaborative discussions with Kaiser about where positions will be deployed.</p> <p>c. Successful 1 day strike held at SF French Campus on 7/10/19 highlighting poor staffing and access on the child/family team. Greg Adams, Janet Liang and some local managers were unaware of the strike. 140 people on the picket line including 60 clinic members, CA State Senator Wiener, Assemblymember Chiu, 8 SF supervisors, and many community allies.</p> <p>d. Bargaining committee break out session led by Greg. Bargaining committee will present a comprehensive proposal to the Employer to settle the contract at the next session on 7/24/19. Review of key economic and patient care proposals. IBHS patient care priorities are hiring more therapists, implementing crisis teams in every clinic, maintaining 80/20 ratio of direct to indirect patient care. Our economic proposals center on parity with other unions,</p> <p>e. Next bargaining session in SoCal scheduled for 7/31/19. SoCal to begin patient-centered informational picketing/vigils at 7 locations.</p>	
<b>Media Campaign Update</b>	<p>a. Two new advertising campaigns launched: 100 ads in LA Metro Trains; and month long digital advertising campaign aimed at politically influential Californians asking them to sign a Courage Campaign petition and share info about KP mental health crisis on social media.</p> <p>b. SF Strike was covered by multiple print and TV news outlets. Steward interviewed by KTVU. 3 op-eds were published, including in the SF Chronicle.</p>	
<b>Political and</b>	a. Following letter sent by NUHW Kaiser Psychologists to the APA Practice directorate asking APA	

<p><b>Legal Actions</b></p>	<p>to investigate Kaiser's standards of care, APA has reached out to its contacts in the KP Mid-Atlantic Group to identify contacts within CA.          b. CPA, CAMFT, and NASW-CA leaders sent letters to Kaiser in support of NUHW's fight for better patient care and a fair contract.          c. NUHW is building an alliance with the Pacific Business Group, a coalition of public and private healthcare purchasers. State Treasurer Fiona Ma and State Controller Betty Yee will call for an audit of CalPERs members' access to Kaiser mental health services which could lead to a demand for a refund of premiums. Dennis Herrera, SF City Attorney could sue Kaiser on behalf of city employees and city residents for lack of access to mental health services.          d. Mental health parity resolution has now been passed by the Berkeley City Council. NUHW is working with boards of supervisors in Alameda and Santa Clara counties. Resolution was tabled in Oakland, but may be re-introduced by a council member. Sacramento county supervisors signed a letter of support. Kaiser lobbyists have tried to block passage of the resolution wherever it has been presented.</p>	
<p><b>Community Organizing</b></p>	<p>NUHW community organizers Keane and M.V. spoke to stewards about the importance of building community alliances. Stewards were polled for their involvement in community groups that can be leveraged in contract campaigns and other union supported actions. Discussed the importance of making these relationships reciprocal.</p>	
<p><b>Regional Intake Template Follow-Up</b></p>	<p>Discussion of modifying regional intake template language on recommended return visit frequency vs. current practice of charting next available appointment; how to protect one's license, meet minimum charting standards, allow for accurate reporting to the DMHC of return visit frequency - Kaiser recently reported to DMHC that 94% of patients seen within recommended time frame by clinicians. Need to bolster evidence that Kaiser must hire more clinicians. Phase 1 = Stewards to discuss modifying template language with union members and with managers through LPPCs.</p>	<p>Phase I pilot clinics: Vallejo, Walnut Creek, Richmond, Antioch, Roseville, Union City</p>
<p><b>Upcoming Meetings and Events</b></p>	<p>Advanced Steward Training - Saturday, July 13 (Emeryville)          Medicare for All Training - August 10 (Emeryville)          IBHS STEWARD COUNCIL - Sunday, August 18 (Emeryville and by teleconference)          Basic Steward Training - Saturday, August 24 (Emeryville)          NUHW Annual Leadership Conference - Friday to Sunday, September 20-22 (Anaheim)</p>	<p>All: Save these dates.</p>