

# 2021 CONTRACT BARGAINING PLATFORM

Based on the bargaining survey completed by over 60% of our members, the Healthcare Professional Chapter Bargaining Committee has set the following goals as top priorities for negotiations with Kaiser this year:

## IMPROVED STAFFING AND PATIENT CARE

- Enforceable mechanism to ensure staffing levels are adequate to provide clinically appropriate care to patients

## IMPROVED WORKING CONDITIONS

- Ensure clinically appropriate office and classroom space
- Opportunity to work from home on a regular basis
- Adequate time for charting, indirect patient care and administrative duties
- Establish clear boundaries and restrictions on who can perform bargaining unit job duties
- Emphasis on cultural diversity in recruitment and retention of employees

## WORKPLACE DECISION MAKING

- Expand labor participation in decision making processes that affect working conditions and/or patient care
- Recognition and respect for our professions

**SIGN ON TO OUR BARGAINING PLATFORM!**

*[NUHW.org/HPC-platform](https://nuhw.org/HPC-platform)*

## FAIR WAGES

- Fair incentive plan with metrics and goals jointly set by Labor and Management
- Fair and reasonable wage increase
- Career ladder opportunities for all classifications
- Add more longevity steps to the wage scale
- Increase bilingual differential

## MAINTAIN AND IMPROVE BENEFITS

- Increase employer contribution to defined contribution plan for those without pension
- Improve health, dental and vision benefits; reduce co-pays
- Add MLK day as a holiday
- Establish a student loan reimbursement