



**IBHS BARGINING UPDATE
MAY 10, 2022**

Yesterday, we had the most productive discussion to date regarding our proposals to address workload and access issues. Kaiser's management team was attentive and seemed genuinely interested in understanding both the rationale and the mechanics of our proposals.

Since Kaiser's bargaining team is primarily psychiatry management, many of their concerns focused on how they might operationalize our proposals for the psychiatry department. We addressed these concerns and also let them know we are ready to work collaboratively to implement any changes to this section of the contract.

We also spent a good portion of our time explaining the importance of having contractual language covering departments outside of psychiatry that would ensure all employees have adequate time in their schedules to perform all of their required duties and tasks during their scheduled workday.

After five full hours of discussion, our sense is that, while attentive, management remains resistant to increasing IPC time in providers' schedules. We made sure they understood we could make no further modifications in our proposals unless and until they agreed to increase IPC time and asked them to have a proposal for us at our next session this Friday.

Upcoming Negotiations

Future bargaining is scheduled for Friday, May 13 from 1 to 4, Tuesday, May 17 from 9 to 3 and Friday, May 27 from 9 to noon. If you would like to attend an upcoming bargaining session, sign up [here](#).

In Unity,

IBHS Bargaining Committee:

Alexis Petrakis, San Rafael, Child
David Meshel, San Francisco, Child
Kathy Ray, Walnut Creek, Child
Kim Hollingsworth Hornor, Fresno, Child
Mary Anne Beach, Antioch, Child IOP
Misha Gutkin, Vallejo, Child
Birgitta Snyder, Pleasanton, BMS
Lisa Galan de Martinez, San Leandro, BMS
Diana Dorhofer, Roseville, Chronic Pain
Ilana Marcucci-Morris, San Leandro C2C, IAC
Shinobu Ogasawara, San Leandro C2C, IAC
Jennifer Browning, Roseville, Adult

Melody Bumgardner, Santa Clara (Campbell)
Adult
Julia Thompson, Manteca, AMRS
Matt Hannan, South San Francisco, AMRS
Luzia Daley, Modesto, BMS
Anjahni Davi, Martinez Chronic Pain
Julia Gallichio, Pleasanton, Adult
Jane Kostka, Sacramento, Adult
Shay Loftus, Fairfield, Adult