

2021 CONTRACT BARGAINING PLATFORM

Based on the bargaining survey completed by over 70% of our members, the NUHW IBHS Bargaining Committee has set the following goals as top priorities for negotiations with Kaiser:

IMPROVED STAFFING AND PATIENT CARE

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

IMPROVED WORKING CONDITIONS

- Increase amount of protected indirect patient care time
- Opportunities and support for providers to work from home
- Adequate, ergonomic, private, clinically appropriate office space
- Flexible work schedules, including ability to work part time

WORKPLACE DECISION MAKING

- Respect and support for clinical judgment of providers in all treatment decisions, such as treatment frequency, choice of treatment modality (in person, video, phone), etc.
- More individual clinician control over provider profiles
- Establish enforceable mechanism for labor input into decisions that affect working conditions and/or patient care

SIGN ON TO OUR BARGAINING PLATFORM!

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

FAIR WAGES

- Fair and reasonable wage increase
- Additional Longevity Steps beyond Step 10 (15 years)
- Fair incentive plan with metrics and goals jointly set by Labor and Management
- Increase bilingual differential

MAINTAIN AND IMPROVE BENEFITS

- Preserve the Defined Benefit Pension Plan for all employees
- Add MLK as a paid holiday
- Continue Student Loan Repayment Program and expand coverage
- Allow family members full coverage under Alternate Mental Health Program
- Improve vision and dental benefits
- Increase 401(k) match
- Improve retiree health benefits