

IBHS Bargaining Update September 30, 2021

The employer began our Wednesday bargaining session by making a formal proposal to extend our current collective bargaining agreement (CBA) by forty-five days. An extension would mean that our contract would expire at midnight on November 14th instead of midnight tonight. Kaiser's proposal also included a provision that would guarantee retroactive payment of wage increases if, **and only if**, we reached agreement on a new contract prior to November 15th.

We caucused for nearly three hours to consider this proposal and prepare a response. Ultimately, our committee gave Kaiser a counterproposal which would **guarantee** retroactivity of wage increases no matter when we reached an agreement. Factors our committee considered in making our proposal included:



- Of the eight bargaining sessions scheduled before contract expiration, Kaiser management walked out of one and cancelled another.
- Kaiser has yet to respond to the majority of our proposals, including wage and benefit proposals, and they have already rejected our proposals to improve staffing, patient access and clinician workloads and to prioritize recruitment and retention of staff.
- Although we provided 29 dates in October and November that we are available for bargaining, Kaiser has only agreed to two full days and three half days.
- While our bargaining was taking place on Wednesday, Kaiser informed our Healthcare Professionals unit in Southern California that it intended to propose two-tier wage scales with future employees placed on a lower wage scale. In addition to this major takeaway, Kaiser said it planned to only offer a 1 percent annual raise along with a 1 percent annual bonus for current employees.
- Kaiser is also taking a hard line with its “partnership” unions in Southern California, having already proposed tiered wage scales and other takeaways, prompting these unions to take strike votes
- Taking these considerations in their totality, our committee concluded that it’s highly unlikely Kaiser will agree to a fair settlement within 45 days and, therefore, their proposal is meaningless. And they rejected our counter-proposal.

Although our contract will technically expire, the law says that all of the current terms and conditions remain in place until bargaining concludes, except two provisions:

- The “no strike” clause is no longer in effect, and we have the ability to strike.
- The union cannot arbitrate grievances that arise during the period when no contract is in effect.

At our bargaining session we also made a few revisions to previous proposals. The most significant of these was that we incorporated the employer’s proposal to include an ongoing Model of Care (MOC) committee into our Staffing, Access and

Workload proposal. Thus, we would maintain our proposed contract language to hold Kaiser accountable to providing timely access to care and a sustainable workload, while doing so within a collaborative framework after we settle a fair contract.

If Kaiser is sincere about wanting to reach a fair settlement in a timely manner, it needs to actually show up at the bargaining table ready to address the important issues we have raised without any takeaways that would only worsen existing staffing shortages and make it even harder to recruit and retain enough clinicians to provide timely, clinically-appropriate care.

We will continue to put forth reasonable proposals to address our issues at the bargaining table but it will take all of us, acting together in a unified voice, to make Kaiser listen.

Upcoming Negotiations

Our next two scheduled dates for bargaining are October 14 and October 20 (afternoon only). All members are invited to attend any bargaining session and share your experience with your co-workers. If you are interested, you may sign up at nuhw.org/KaiserBargainingDaysSignup

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
Kimberly Richardson, Sacramento, Intake
Gretchen Kryss-Peak, Livermore C2C, ADAPT
Julia Gallichio, Pleasanton, Adult
Jane Kostka, Sacramento, Adult
Shay Loftus, Fairfield, Adult
Mickey Fitzpatrick, Pleasanton Adult