

This document is meant to be a comprehensive description of the proposals our IBHS bargaining team has submitted to Kaiser and Kaiser’s response to date. Kaiser has yet to make an economic proposal. When they do, we will update this side-by-side comparison.

WORKING CONDITIONS

Staffing

UNION: Establish mechanisms that would require Kaiser to hire additional staff if/when it cannot consistently offer return appointments within 10 business days; establish a joint staffing committee to determine appropriate staffing levels for each clinic/work area, with an expedited arbitration process to resolve disputes over staffing.

EMPLOYER: Reject; proposed instead allowing six clinicians to join an ongoing “Model of Care” committee that would “work collaboratively” and “serve as a clinical consultative body to Regional Mental Health Administration” but would have no decision-making authority and no clear mechanisms to hold KP accountable to increase staffing, meet timely access requirements, or make workloads sustainable. Kaiser’s proposal gives them years to talk about doing these things with no guarantee anything will happen.

Access

UNION: Employer required to comply with all parity regulations (e.g., Senate Bills 221 & 855); providers would be permitted to replace new appointments with return appointments whenever return access exceeds 10 business days; restrictions on management booking new appointments into open return slots; mechanisms to prioritize hiring staff (rather than subcontracting) to meet regulatory access requirements; affirmative language that Kaiser cannot restrict clinicians in the exercise of their clinical judgment in determining treatment decisions.

EMPLOYER: Reject; proposed instead an ongoing “Model of Care” committee (see above).

Workload

UNION: Increase scheduled IPC time to 15 minutes for each return appointment and 30 minutes for each new appointment, with provider flexibility on when to schedule IPC time; add language to emphasize that employees will not be assigned more work than can reasonably be accomplished during their scheduled hours.

EMPLOYER: Reject any increase to IPC; proposed maintaining current contract language.

Work from home

UNION: Provide the opportunity for at least half of the bargaining unit employees to work from home on an ongoing basis.

EMPLOYER: Reject.

Recruitment

UNION: Invest more resources to prioritize diversity in recruitment, streamline the credentialing and on-boarding process, agree to work together to pass legislation that would support expanding and diversifying the mental health workforce.

EMPLOYER: Reject.

Retention

UNION: Provisions to a) allow more flexible work schedules, including reduced hours, b) allow more employees time off at the same time, c) make it easier to transfer between facilities or to different departments within a facility, d) allow for employees to review manager’s performance.

EMPLOYER: Reject all.

On-call coverage

UNION: Eliminate Involuntary call by hiring more dedicated staff for after hour and weekend ED coverage.

EMPLOYER: Reject.

Personal leave

UNION: Allow for unpaid personal leave before exhaustion of PTO and other paid leave.

EMPLOYER: Reject.

BENEFITS

Medical

UNION: Decrease co-pays to \$5 for MD visit, \$5 for prescription drugs; extend Alternative Mental Health benefit to eligible dependents, without the need for a denial letter.

EMPLOYER: No proposal.

Retiree medical

UNION: Additional \$10,000 added to HRA account when retiree reaches 85 years of age.

EMPLOYER: No proposal.

Holidays

UNION: Add MLK Jr Day and Juneteenth as paid holidays, continue to allow employees multiple options in the observance and pay for holidays that fall on a weekend; employees who work on a holiday would get time and a half for all hours worked (instead of straight time) in addition to holiday pay.

EMPLOYER: Reject additional holidays (Kaiser has released a statement it will observe MLK Jr Day as a paid holiday beginning in 2023); holidays falling on a weekend would be observed on Friday before or Monday after, as designated by Employer.

Student loan repayment

UNION: Extend program to cover all loans, regardless of date procured; expand the program to include all regular employees (not just those working more than 32 hours per week), double the annual maximum amount, and make the payouts non-taxable.

EMPLOYER: No response.

COMPENSATION

Bilingual differential

UNION: Increase to 5% of base rate and add more languages covered; expand the bilingual program to ensure that there are enough bilingual clinicians to provide culturally responsive care to non-English speakers in all service areas.

EMPLOYER: No response.

Per diem pay

UNION: Increase per diem in lieu of benefits differential from \$1/hour to 20% of base pay.

EMPLOYER: Reject.

Performance incentive plan

UNION: Continue Performance Improvement Plan with maximum annual payout of \$5,000 for full-time employees.

EMPLOYER: No proposal.

Wage rates

UNION: 4% increase for each year of the contract; increase minimum starting rate by eliminating the first two steps of the wage scale.

EMPLOYER: No proposal.

OTHER

Term of agreement

UNION: 3 years.

EMPLOYER: No proposal to date.

Steward training days

UNION: Increase from six times a year to monthly, with pay for all stewards who attend (instead of current limit of 32 paid).

EMPLOYER: Reject.

OTHER (CONTINUED)

Paid bargaining committee

UNION: - Increase number of paid bargaining committee members from 8 to 15. **EMPLOYER:** Reject

New employee orientation

UNION: Increase time for NEO from 30 minutes to 60 minutes. **EMPLOYER:** Agreed.

Professional practice committees

UNION: Re-institute the 30-minute Union-only segment of the LPPC feedback meetings; add already agreed-upon LPPC guidelines to the contract; add service area PPCs for BMS providers and for dedicated ED staff; provide admin time for PPC members to perform duties outside of meetings. **EMPLOYER:** Reject.

Citizenship fee assistance

UNION: Kaiser would pay fees for citizenship applications and provide the day off with pay to attend naturalization ceremony. **EMPLOYER:** No response.

Jury duty

UNION: Guarantee paid time for any employee subpoenaed to testify in a matter related to their employment. **EMPLOYER:** Reject adding contract language, even though it is current practice to pay in such circumstances.

Rehire policy

UNION: Allow former employees who return to the bargaining unit within two years of separation to resume PTO accrual at same level as when they left; allow retirees to return to work without jeopardizing their retirement benefits. **EMPLOYER:** Reject for former employees; still considering for retirees.

Non-retaliation policy

UNION: Proposed contract language that would prohibit employer from retaliating against any employee who advocates and/or files a complaint on behalf of a patient. **EMPLOYER:** Reject.

Military leave

UNION: Allow those who go out on Military Leave to return with their existing PTO and sick leave accrual rates (in line with federal protections). **EMPLOYER:** Reject.

Future pandemic

UNION: Side-letter to ensure basic safety needs are met in case of a future pandemic. **EMPLOYER:** Reject.