

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. We have pared down our proposals substantially in an effort to reach an agreement with KP. So far, KP has refused to make any significant movement and continues to reject all of our proposals meant to address staffing, access and workload issues.

WORKING CONDITIONS

Staffing and access

UNION: Employer commitment to hire sufficient staff to meet timely return access and prioritize hiring over subcontracting; establish a joint staffing committee to determine appropriate staffing levels for each clinic/work area; set guidelines and a process for the Local Professional Practice Committees to move forward with a permanent work from home model; establish an ongoing Model of Care committee to focus on continual improvement of the model of care for treatment of mental health conditions and substance use disorders.

EMPLOYER: Reject everything except Model of Care committee.

Workload distribution/provider profiles

UNION: Provision to ensure providers in all departments and work units have sufficient time to complete indirect patient care duties plus establishment of regional labor management committees to develop regional standards for subspecialties outside of Psychiatry; increase scheduled IPC time for psychiatry department, C2C locations and local Intake teams to 15 minutes for each return appointment and 30 minutes for each new appointment, with provider flexibility on when to schedule IPC time; additional time in child providers' schedules for collateral contacts; for each new/secondary appointment, provider would have 5 return appointments plus two “flexible” appointments which provider gets to decide how to use (return, rapid return, new) based on needs of provider caseload; new language: “In addition to the provisions above, whenever an individual provider is unable to meet the ten-day access requirement . . . that provider will not be scheduled any new intake or secondary transfer appointments until such time when the timely return access requirement is being met”; patients not seen by a provider within the previous six months would be considered new patients (currently one year).

EMPLOYER: No provisions for those working outside of psychiatry; no change to amount of IPC time; new to return ratio remains 1:5, except it may be expanded for providers using treatment tracks; providers are now required to have “Q” appointments instead of having an option; providers required to use outcome measures throughout course of treatment and providers must share Active Client Summary with managers “to identify the need for staff training and support for panel management” – i.e., to micromanage providers and browbeat them into “graduating” patients from their episode of care; provision to place responsibility for addressing access issues on the providers rather than on the organization; patients not seen by a provider within the previous twenty-four months would be considered new patients (currently one year).

Recruitment

UNION: Invest more resources to prioritize diversity in recruitment, streamline the credentialing and on-boarding process, agree to work together to advance 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.

EMPLOYER: Reject all.

On-call coverage

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

EMPLOYER: Reject.

BENEFITS

Medical

UNION: Extend Alternative Mental Health benefit to eligible dependents, without the need for a denial letter.

EMPLOYER: Agreed.

Retiree medical

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

EMPLOYER: Agreed.

Holidays

UNION: Add MLK Jr Day as paid holiday; exempt employees who work on a holiday would get additional ATO or pay equivalent to time and a half for all hours worked (instead of straight time), in addition to holiday pay.

EMPLOYER: Agreed to add MLK Jr. Day.

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).

EMPLOYER: Agreed.

COMPENSATION

Bilingual differential

UNION: Increase to 5% of base rate and add more languages covered; establish a labor management committee to explore expanding 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: Reject.

Per diem pay

UNION: Increase per diem in lieu of benefits differential from \$1/hour to 12% of base pay (other professionals including our Southern California colleagues, get as much as 20%).

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/lump sums

UNION: Increase wage rates 3% retroactive to October 1, 2021, 3% on October 1, 2022 and 2% on October 1, 2023; 1% lump sum in 2021 and 2% lump sum in 2022.

EMPLOYER: 3% wage increase effective 60 days after ratification (no retroactive pay); 2% first full pay period after 10/1/21; 2% first full pay period after 10/1/22; 1% lump sum in 2021; and 1% lump sum in 2022.

OTHER

Term of agreement

UNION: 3 years.

EMPLOYER: No proposal to date.

Steward training days

UNION: Increase number of stewards paid to attend steward training days from 32 to 48.

EMPLOYER: Reject.

New employee orientation

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

EMPLOYER: Agreed.

Professional practice committees

UNION: Reinststitute the 30-minute Union only segment of the LPPC feedback meetings; allow for RPPC, upon mutual agreement, to establish ad hoc committees with specific narrow focus, e.g., telehealth guidelines; 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.