



IBHS Bargaining Update August 18, 2021

We started bargaining yesterday expressing our hope that Kaiser would have a response to our July 22nd proposal on staffing, access and workload and our August 12th proposal on recruitment and retention. KP's chief negotiator responded with a long, convoluted statement about management's desire to set our proposals aside and instead "collaborate" and engage in dialog around access and workload. Her message was if we insisted on talking specifically about our proposals, management would have to take a long caucus before responding.



KP's chief negotiator also complained that our staffing, access, and workload proposal was "riddled with language like 'management shall'" that would make it impossible for them to run their business. When asked for a specific example of this, she was unable to cite one. We reiterated that our proposal was designed to hold KP accountable to providing timely access to care, not dictating how they accomplish this.

Our bargaining committee members preceded to speak from the heart about their personal experiences with KP's broken system, such as patients suffering because of ten to twelve weeks wait times between treatment appointments and therapists working two or more hours extra every day and still not being able to meet their patients needs. As committee member Jane Kostka summed it up, "Our goal is to put things into the contract that fix the problem now, not in 5 years."

While our committee members were still speaking, management turned off their cameras and left the meeting without notice, slightly more than an hour after we began. They did not return the rest of the day. Late last night they notified us they would need the entire next day of bargaining on August 23rd to continue their caucus. We let them know that our committee will use this time to draft more proposals, mainly focused on recruitment and retention, to present to them when we next meet on September 3rd.

All members are invited to attend any bargaining session. If you are interested, you may sign up at nuhw.org/KaiserBargainingDaysSignup.