



IBHS Bargaining Update August 23, 2021

Kaiser's bargaining team cancelled our bargaining session that had been scheduled for yesterday so they could meet separately (caucus) about our proposals to address staffing, workload and access problems.

We remain disappointed that Kaiser's bargaining team has not been better prepared, and has now spent the majority of two bargaining sessions in caucus. We sincerely hope they have used the time well, and will come prepared to actually present and discuss proposals in our next session. While the members of Kaiser's bargaining team say they want to collaborate, we know that collaboration can only happen when both sides show up with a willingness to meaningfully work together towards solutions.

With the bargaining session cancelled, our bargaining committee also caucused. We used the time to work on proposals that will help Kaiser recruit and retain qualified behavioral health clinicians, including:

- Stronger language to allow clinicians to reduce hours and switch to flexible schedules.
- A side letter outlining protocols during pandemics and public health emergencies.
- Improved pay, support, and protections for bilingual providers.
- After hours hospital coverage.

We also discussed proposing to restore the 30-minute labor only time we used to have as part of the LPPC feedback meetings, which we believe helped these meetings be more collaborative.

We will return to bargaining on September 3 ready to hear Kaiser's responses to our proposals and ready to submit the new proposals that we worked on today.

IBHS Bargaining Committee

Alexis Petrakis, San Rafael, Child
David Meshel, San Francisco, Child
Kathy Ray, Walnut Creek, Child
Kim Hollingsworth Horner, 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
Matthew Lindgren Rojo, Richmond, Adult CM
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