



## **IBHS Bargaining Update September 15, 2021**

Wednesday's bargaining session left no doubt that we will need to take further action in order to achieve real progress at the bargaining table.

Kaiser's chief negotiator rejected our Staffing, Access and Workload proposal, saying "There is no part of that document we are interested in." In addition to rejecting our major proposal to boost staffing, increase Indirect Patient Care Time and improve return access, Kaiser rejected several other proposals during today's session, including:



- Our pandemic side letter that included health and safety guidelines as well as economic protections for future public health emergencies.
- Our language to enshrine in our contract the right of clinicians to advocate on behalf of their patients without risk of retribution.
- Our proposal that people who have to go out on Military Leave can return with their existing PTO and sick leave accrual rates.
- Our proposal to allow employees the flexibility to take unpaid leave before exhausting all paid leave accounts.

Management also continued to show no urgency to settle a contract even as we continue to push for more bargaining sessions so that we can reach an agreement in a timely manner. During our September 3 session we had offered 14 bargaining dates for October but at this point we only have one full session and one half day scheduled for the entire month. Yesterday we offered 11 more dates in November and management confirmed one full day and two half days.

## **New Proposals**

While the Employer had no proposals of its own for us, we made several new proposals, such as:

- Increasing the bilingual differential and expanding the bilingual program to ensure that there are enough bilingual clinicians to provide culturally competent care to non-English speakers
- Taking advantage of a provision in the Cares Act to make student loan repayments non-taxable income. Through this law, employers can avoid payroll taxes on student loan repayments and workers can avoid paying income tax on the money.

- Adding a \$10,000 bonus to HRA accounts when a retiree reaches age 85, a benefit that many other union members already have.

We plan to give the Employer our remaining economic proposals at our next session.

### **The Bottom Line**

Kaiser wants a status quo contract. But we can't agree to a status quo contract when the status quo is resulting in clinicians burning out from unsustainable workloads and patients not getting the care they need. Our reality at work has changed dramatically since our current contract went into effect. At the same time, Kaiser's legal requirements to provide behavioral health care are changing with the passage of SB 855 last year and the strong likelihood that Governor Newsom will sign SB 221 into law in the coming weeks.

The new reality should make Kaiser want to work with us to quickly settle a contract that will help it recruit and retain enough clinicians to abide by state law.

Instead, Kaiser still wants to push every key issue out of contract negotiations and into a Labor-Management Model of Care Committee that has no decision making authority and serves as merely a "consultative body" to management. A committee is no substitute for enforceable contract standards that will improve working conditions and access to care.

We will continue to bargain with the goal of quickly settling a contract that holds Kaiser accountable to providing timely care to patients while also addressing our most pressing staffing and workload issues .

### **Upcoming Negotiations**

Our next two scheduled dates for bargaining are September 20 & 29. All members are invited to attend any bargaining session.

If you are interested, you may sign up at [nuhw.org/KaiserBargainingDaysSignup](https://nuhw.org/KaiserBargainingDaysSignup)

In Unity,  
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  
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