



IBHS Bargaining Update September 20, 2021

We presented the bulk of our economic proposals at bargaining today. Our proposals include:

- A three-year contract with a minimum 4 percent wage increase in the first year, effective October 1, and 4 percent wage increases in Years 2 and 3.
- Eliminating the first two steps of the current wage scale to boost starting salaries in order to better recruit more clinicians. Under this proposal, many clinicians would see greater than 4 percent raises in the first year because of the modification to the wage scale, but no one would receive less than 4 percent.
- Lowering copays for most doctor's visits and prescriptions from \$20 to \$5.
- Adding "spouse and eligible dependents" to alternate mental health coverage.
- A performance incentive plan with a maximum payout of \$5,000 for each year of the contract, with metrics and goals jointly determined by the Union and the Employer.



We also proposed eliminating all involuntary call for covering after hours and weekends in the Emergency Department.

Kaiser management asked a few questions about our proposals but had no immediate response, as has been the case with our previous proposals. They said they hoped to have responses to many of our proposals during our next session. Management did make one proposal. They want to prohibit new employees from transferring to another position during their probationary period.

Our Next Steps

As we presented our economic proposals today, we emphasized they would help Kaiser recruit and retain clinicians at a time when its clinics remain severely understaffed. We also reiterated that staffing, access and workload issues are still a top priority, and that we will continue to raise these issues at future bargaining sessions.

Upcoming Negotiations

Our next two scheduled dates for bargaining are September 29 and October 14. All members are invited to attend any bargaining session and share your experience with your co-workers.

If you are interested, you may sign up at 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