



IBHS Bargaining Update December 8, 2021

We bargained with Kaiser for two hours today, but made little headway. Kaiser has still not given us a proposal on wages and benefits, and its representatives would not say when we should expect to finally receive it.

We made it clear that we want to reach an agreement and offered 18 days in January for bargaining. We also responded to Kaiser on several of its proposals including transfers, job postings and a Model of Care collaborative.

Kaiser withdrew a proposal it had made in error on probationary period and modified, “for clarity” a portion of its Provider Profile proposal. But its modified proposal would still not adequately address return access or workload issues.

Before the session ended, we expressed concern over a recent regional behavioral health memo that sought to discourage people from participating in our Documentation Project. We made clear to management that it is 100 percent legal and ethical for clinicians to accurately record in patient charts their prescribed course of treatment and inform their managers when return appointments are not available in the prescribed time frame.

This project remains essential for making Kaiser solve its access-to-care problem and abide by SB 221, which will require Kaiser to provide follow-up appointments within two weeks unless a clinician determines that a longer wait would not be detrimental.

Click [here](#) to sign up for an upcoming training session, which qualifies for Continuing Education credits, and [here](#) for more information on your rights and responsibilities.

Upcoming Negotiations

Our next scheduled bargaining is on December 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 Hornor, 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
Julia Gallichio, Pleasanton, Adult
Jane Kostka, Sacramento, Adult
Shay Loftus, Fairfield, Adult
Mickey Fitzpatrick, Pleasanton Adult