



**IBHS bargaining update
February 3, 2022**

After six months of bargaining, Kaiser officials on Wednesday presented their first wage proposal. Unfortunately, Kaiser's proposal disrespects the work we do and the people we serve.

Kaiser is proposing a three-year contract with a 2 percent raise in the first year and a 1 percent raise in Years 2 and 3. This is significantly less than the 12 percent raise over three years that we have proposed, and it's less than what Kaiser has offered other union workers, including NUHW members in Southern California.

Making matters worse, Kaiser is still refusing to offer more flexible work schedules or permanent work-from-home arrangements that would significantly help recruiting and retaining staff.

Kaiser's proposal is not only insulting, it's dangerous. It would make it harder for Kaiser to recruit clinicians and force many to leave rather than risking our licenses to provide care we know is not in accordance with clinical guidelines. It would consequently make patients have to wait even longer for care. And it would make Kaiser even more vulnerable to state oversight and discipline for not being able to comply with mental health requirements, especially SB 221 when it goes into effect in July.

We've heard Kaiser's excuses that its dangerously-long appointment wait times and hundreds of unfilled mental health is because there's a shortage of clinicians. If that's the case, Kaiser should be offering significant wage increases to incentivize people to work for Kaiser and keep working at Kaiser. This proposal does the opposite, even though Kaiser should be doing everything in its power to increase capacity in order to provide return appointments within 10 business days as required by SB 221.

It's insulting that Kaiser thinks we're overpaid during a period of rising prices and runaway inflation. It's even more insulting that Kaiser, which has more than \$40 billion in reserves, would offer us less than other workers when we're confronting a growing mental health crisis in our communities.

The good news is that we're in a better position than ever to win a good contract. Kaiser is facing a state audit of its mental health services this year. In July, it will have to comply with SB 221, the law we sponsored and that the legislature nearly unanimously passed requiring that patients receive mental health care in a timely manner.

By working with our allies and doing the work ourselves to document when patients can't be seen as soon or as frequently as necessary, we can make sure that SB 221 is rigorously enforced. And, when that happens, Kaiser will have no choice but to make the necessary improvements to working conditions, Indirect Patient Time, and wages that we need to have enough staff to comply with the law.

Let's stand united for a fair contract and get trained for our documentation project [here](#) and keep documenting when we can't see patients soon enough or when Kaiser gives us inappropriate assignments. The more we document what's happening with Kaiser patients, the more pressure Kaiser will face to negotiate a contract that fixes the problems.

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