



**IBHS bargaining update  
February 10, 2022**

Yesterday, in the limited three hours Kaiser management was available to bargain, we did our best to engage management in meaningful dialog over issues important to us.

At the outset, we informed management we could not formally respond to the insulting wage proposal they gave us last week until they give us a full economic proposal that addresses outstanding issues like the incentive bonus plan and student loan repayment program. They did respond to one of our economic proposals, by agreeing to add \$10,000 to the HRA Accounts for retirees when they reach age 85, on par with the benefit being received by other Kaiser employees.

We also presented a comprehensive package proposal on outstanding non-economic issues, withdrawing some of our previous proposals and modifying several others. Our intent is to move bargaining along by narrowing the issues and focusing on what is most important to us, like access and workload. Rather than talk with us directly about these issues, management chose to spend most of the remaining time in caucus. Before they left for the day, we let them know that we want to spend the entire three hour session next time working out our differences on how to address workload issues and specifically on the allocation of time for indirect patient care duties.

**Upcoming Negotiations**

Future bargaining sessions are scheduled for February 24 from 9 to noon, March 1 from 9 to noon, March 9 from 1 to 4 and March 16 from 1 to 4. You 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](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 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