



## **IBHS Bargaining Update April 7, 2022**

On Tuesday we showed up at bargaining expecting a complete response to the comprehensive proposal for settlement we had given management on April 1. Instead, management came in and went over our proposal section by section, rejecting almost all of our non-economic proposals, one at a time, except for correcting an oversight in their student loan proposal. They also told us they were not prepared to respond to economic proposals. Attached is a side-by-side comparison of our comprehensive proposal and Kaiser's last proposal for each area.

During our April 1st session, management had indicated they would have a proposal for us to address our concerns around workload and specifically indirect patient care. Instead, they continued to reject our proposal and had no new proposal of their own to present.

Rather, they said they wanted to explore how they might be able to lighten our load by providing administrative support for some tasks, such as working through booking lists. We let them know that any such support would be welcome, but reminded them for the umpteenth time of the real issue: with telehealth, we are seeing more patients than ever before with more acuity and we simply need more time to do all of the clinical duties related to patient care. Clerical staff cannot do our charting or respond to the scores of secure messages we get. Besides, we have had the allure of administrative support dangled before us for years but it has never come to fruition in any meaningful or impactful way.

From day one of bargaining we have been telling Kaiser representatives over and over that one of our most important issues is workload and insufficient indirect patient care time. We have repeatedly tried to engage them in dialog around this issue and they have consistently refused.

Now management representatives Debora Catsavas and Darin Tankersley, who have never been to bargaining, have sent a "KP Leadership" communication to all of you attempting to portray us, your colleagues and elected bargaining committee, as being intransigent. We encourage you to send both of them an email letting them know why addressing workload issues is important to you and that you support your bargaining committee's efforts in this regard. Their email addresses are [debora.l.catsavas@kp.org](mailto:debora.l.catsavas@kp.org) and [darin.l.tankersley@kp.org](mailto:darin.l.tankersley@kp.org) and you can copy us at [bargainingteam@nuhw.org](mailto:bargainingteam@nuhw.org).

At the end of bargaining, we reminded management that we could not reach a tentative agreement that we could recommend for ratification if management remained unwilling to move away from the current 15% IPC time. We told them very transparently that if they gave us a Last, Best and Final Offer that did not address the workload issues, that you and your colleagues would vote to decide whether we accept their offer or authorize a strike. They did not take this well.

## **Future bargaining dates**

Future bargaining sessions are scheduled for April 5 from 10 to 2, April 13 from 9 to noon and April 21 from noon to 3. 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](http://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

For all of UNAC's talk about being the big union that Kaiser is afraid of, the terms of our contracts are largely the same — except where UNAC has secretly agreed to language that benefits Kaiser at the expense of UNAC's own members.

The more significant differences between UNAC and NUHW are our values and how we operate.

Everything that we have is currently guaranteed in our contract. UNAC may say that they have better copays or a pension but the reality is that they will go back into bargaining with NO PLAN, no guarantees, no expertise or appetite for behavioral health care advocacy, and no additional support from the Alliance unions, which are locked under contract until 2025.

Item	NUHW - Guaranteed	UNAC - Not Guaranteed	Edge
<b>Raises (2021 Contract)</b>	Year 1 – 3 percent Year 2 – 2 percent + additional 2 percent lump sum bonus Year 3 – 2 percent + additional 2 percent lump sum bonus Year 4 - Next contract. Opportunity to negotiate higher wages.	Year 1 – 3 percent Year 2 – 3 percent Year 3 – 2 percent + additional 2 percent lump sum bonus Year 4 – 2 percent + additional 2 percent lump sum bonus	Essentially even. Since UNAC's contract is for 4 years and ours is just 3, we can potentially negotiate higher wage increases in the 4th year
<b>Performance Bonus</b>	Up to \$5,000 (Based on metrics which reflect our daily work with no requirement to help Kaiser cut staffing costs to attain full bonus)	Up to 3 percent of salary. (All UNAC/Alliance Unions' Bonus for 2023 and 2024 is tied to cutting staffing costs by 1.5%)	NUHW - higher payout and ours is not tied to a reduction of the cost of our staff by 1.5%
<b>Wage Scale</b>	15 year rate is 51% higher than start rate	15 year rate is 39% higher than start rate	NUHW - our scales have higher tenure step increases each year
<b>Student Loan Repayment Program</b>	\$20,000 for Ph.Ds \$10,000 for Masters or Bachelors	No Student Loan Repayment	NUHW - this benefit does not exist for any other union
<b>Bilingual Pay</b>	\$1 per hour	37.5 to 55 cents per hour	NUHW
<b>Shift Differentials</b>	\$2.75/hour evenings \$4.50/hour nights	\$2.23/hour evenings \$3.26/hour nights	NUHW
<b>Dues</b>	1.5% of base pay (does not include additional hours or shift differentials) with a cap of \$126/month	Flat rate based on average wage rate of the entire bargaining unit, with Part-time workers paying the same as full time workers. Based on \$60/hr. (current average wage rate for KPC unit), dues would be \$131 a month for full time and part time alike.. Per diems who work less than 40 hours in a month pay dues of \$1.25 per hour; those who work over 40 hours in a month pay a minimum of half the full time flat rate.	NUHW - the dues structure for NUHW is fairer and is capped. UNAC's dues are higher and will negatively impact almost all current NUHW members
<b>Paid Time Off</b>	52 days (ETO, holidays, and ESL)	52 days	Even
<b>Educational Leave</b>	5 days/year	5 days/year	Even



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THE UNION WE'VE BUILT TOGETHER**

Item	NUHW - Guaranteed	UNAC - Not Guaranteed	Edge
<b>Alternative Compensation Plan</b>	Employees with non-Kaiser medical benefits can get 20 percent extra pay in lieu of benefits.	Employees with non-Kaiser medical benefits can get 20 percent extra pay in lieu of benefits.	Even
<b>Pension</b>	Employees hired after Dec. 31, 2014 receive 401k instead of pension. 6% 401k Employer Contribution	Pharmacists hired after Dec. 31, 2014 receive 401k instead of pension 6% 401k Employer Contribution that rises to 7% in Year 6 and 8% in Year 11.	UNAC - no guarantee that UNAC will achieve this in our bargaining unit, they have not been able to do it elsewhere
<b>Medical Co-pay</b>	\$20	\$10	UNAC
<b>Dental insurance</b>	\$1,500 annual limit	\$1,500 annual limit	Even
<b>Professional Time</b>	Have professional time as salaried exempt employees protected in the contract under Professional Hours	SoCal Pharmacists went from being salaried to clocking in and out when they joined UNAC	NUHW
<b>Education</b>	NUHW offers free CEU classes to all classifications covered by our contract	Ben Hudnall trust fund partially funded by KP and partially funded by Union dues provides educational opportunities and retraining resources for displaced service and technical workers	NUHW - unclear if Hudnall trust provides any benefit for professional employees
<b>Retiree Benefits</b>	Employees who are retirement eligible and hired before 2017 are covered by Senior Advantage Plan (KPSAP) and have HRA account funded at \$2000/year of service; those hired after 2016 will only have HRA when they retire	Employees who are retirement eligible would get same health plan benefits as active employees if they retire before 2028. Beginning in 2028, they would have KPSAP benefit plus HRA, and those hired after 2027 would only have HRA, same as NUHW	UNAC (for now)
<b>Alternative Mental Health benefits</b>	Pays 80% of usual and customary charges with no limit on number of visits	Capped at 20 visits	NUHW
<b>Patient Management Time</b>	No contractual provisions - amount of PMT varies throughout the region. Management wanted us to accept 90% productivity standard in exchange for set amount of PMT spelled out in contract	6 hours of PMT for PTs, OTs and Speech. The fine print: 45 minute intakes, 30 minute returns, must maintain 90% productivity and mgt. can book patients into unscheduled time - all written into the contract.	Unclear
<b>Per Diem Availability requirement</b>	Per diems must commit to work 12 shifts per calendar quarter, subject to agreed upon limitations on availability	Per diems are required to work 12 shifts per calendar quarter and per diem availability must match employers needs available 80% of the time	Even or slight edge to NUHW - in bargaining KP said their proposal was based on what they had with the nurses.
<b>Tuition Reimbursement</b>	\$3,000/year, of which \$750 can be used for travel	\$3,000/year, of which \$750 can be used for travel	Even



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