



IBHS Bargaining Update
April 14, 2022

Yesterday the employer presented a revised wage proposal that was slightly improved from its previous proposal but still inadequate. Kaiser's latest proposal is a 3% wage increase effective 60 days after ratification of the contract (no retroactivity), 2% effective October 9, 2022 and 2% effective October 10, 2023. We pointed out to Kaiser officials that without retroactivity, the first wage increase is effectively only 1%. They also offered lump sums of 1% each in October of 2022 and October 2023. They did not provide any response to our other economic proposals.

Kaiser officials still had no changes to their proposals around workload, provider profiles and IPC time, insisting it was our turn to modify our proposal, although they have made no substantive changes in their proposal since December. We asked why they were stuck on 15% IPC time and they said that giving more IPC time would detract from access for patients. We explained to them how this was a shortsighted view. Patients will never get the care they need if providers don't have time built into their schedules to address patient needs. And if providers keep leaving faster than KP can replace them, how does that serve patients?

We are convinced Kaiser is unlikely to move on addressing staffing and workload issues without a fight. Our next bargaining session will be on April 21st. That evening, we will convene a stewards meeting to decide on our next steps in our contract campaign. We will be recommending we conduct a full membership vote to give us the authority to call for a strike should the employer continue its intransigence.

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