

**Kaiser IBHS Bargaining Update
 July 22, 2021**

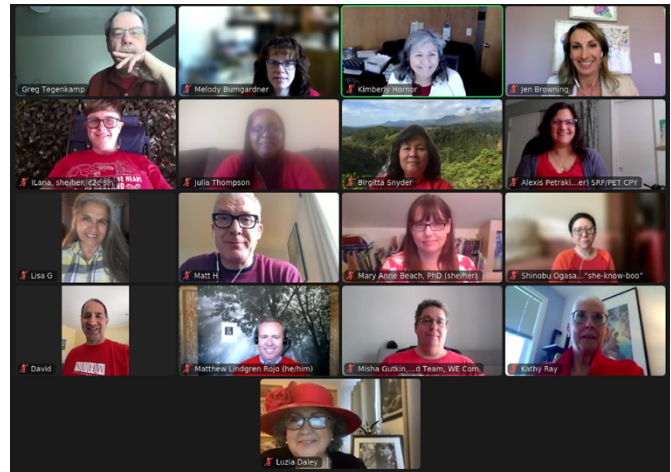
We had a cordial first virtual bargaining session with Kaiser management. About 20 members participated. Management representatives included several service area mental health directors as well as:

- Maria Koshy - Chair for Mental Health/Psychiatry
- Rudy Collins - Director, Labor Strategy and Clinical Practice, The Permanente Medical Group
- Deborah Glasser - Chief Negotiator
- Agnes Amistoso - Regional Director, Mental Health Strategy

Introduction of our Staffing, Access and Workload Proposal

The two most important developments at bargaining were that our bargaining team members had the opportunity to introduce our Staffing, Access and Workload proposal and speak from the heart about why we formulated the proposal and why Kaiser should embrace it.

Our members shared from their own unique experiences how the lack of adequate staffing negatively impacts patients and results in clinicians leaving Kaiser or not wanting to work for Kaiser. We also expressed our desire to work collaboratively with Kaiser’s management team to address the many patient care and staffing issues that currently exist.



Here is a summary of our proposal:

- Kaiser would be required to hire additional staff if/when it cannot consistently offer return appointments within 10 business days. Individual providers would not be obligated to schedule new appointments whenever return access goes beyond 10 business days.
- A joint labor/management staffing committee would be established to review all staffing plans and settle disputes over staffing levels, with the ability to arbitrate if the parties cannot agree on a resolution.
- At least half of Kaiser clinicians would have the opportunity to work from home on an ongoing basis.

The proposal also would require Kaiser to adhere to the following principles in connection with patient care and clinician workload:

- The needs of the patient come first.
- Kaiser must follow all state mental health parity laws and regulations.
- Kaiser cannot restrict clinicians in the exercise of their clinical judgment in determining treatment decisions.
- Kaiser cannot assign more work than can be done in a standard workday and must provide sufficient time for clinicians to complete all duties and tasks attendant to the care of their patients.

Kaiser management listened attentively to our members as they shared their experiences and presented our proposal and said a response would be forthcoming.

Proposal to enhance the Student Loan Repayment Program

We also introduced a proposal to increase student loan repayments, which is part of a comprehensive proposal we will be making on Recruitment and Retention.

Our proposal included:

- Expanding the Student Loan Repayment Program to all employees, not just those who work 32 hours per week or more.
- For Masters and Bachelors degrees, we suggested increasing the \$2500 current annual maximum loan repayment to \$5,000 and the \$10,000 lifetime maximum to \$25,000..
- For doctorate degrees, we suggested increasing the \$5000 current annual maximum loan repayment to \$10,000 and the \$20,000 lifetime maximum to \$50,000.

Other business and future meetings.

We also discussed the logistics of conducting bargaining sessions via Zoom and began setting ground rules for negotiations. This session was primarily an opportunity for our members to speak from the heart and introduce important proposals. We expect to get initial responses to our proposals from Kaiser in our next meeting.

We have seven additional bargaining sessions already scheduled, with the next one slated for August 12th.

All members are invited to attend any bargaining session. 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 Horner, 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
Matthew Lindgren Rojo, Richmond, Adult CM
Luzia Daley, Modesto, BMS
Anjahni Davi, Martinez Chronic Pain
Kimberly Richardson, Sacramento, Intake
Gretchen Kryss-Peak, Livermore C2C, ADAPT
Julia Gallichio, Pleasanton, Adult
Jane Kostka, Sacramento, Adult
Shay Loftus, Fairfield, Adult
Mickey Fitzpatrick, Pleasanton Adult
Greg Tegenkamp, Kaiser Division Director, NUHW