



# IBHS BARGAINING UPDATE

February 24, 2022



At the end of our last bargaining session two weeks ago, we told Kaiser officials that we wanted to spend today's session having a serious discussion about workload issues — in particular, about Indirect Patient Care (IPC) time.

The discussion did not go well.

Kaiser officials presented unreliable data related to patients failing to keep appointments. After reviewing their “data,” we replied that they appeared to be discounting the real experience of many of us, who work many hours above and beyond our schedules to complete all of the necessary patient care duties. When we pressed them to have a dialog specifically about IPC time — and not about their data — Kaiser officials ultimately stated they believe that the current allocation of IPC time is sufficient, based on the information they had shared with us.

Making matters worse, Kaiser officials presented a proposal on scheduling PTO that would make getting time off even more difficult than it is now.

We told Kaiser officials that they clearly don't care about keeping us at Kaiser since they have so far been unwilling to address the issues we've raised that have been contributing to the growing exodus of staff — over 300 in the past year alone.

## **Next Steps**

It's clear that we need to put more pressure on Kaiser to win a contract that we can accept. In the next few weeks we, along with your stewards, will be reaching out to everyone about participating in our template documentation action and about preparing for an open ended strike.

Our template documentation action was created with the help of attorneys to help us accurately document when a patient can not be seen as soon or as frequently as needed. If everyone is participating in the action, Kaiser will ultimately have to increase staffing and improve conditions in order to comply with [SB 221](#), our landmark mental health parity bill that goes into effect in July. If you haven't already signed up for the template documentation training, you may do so [here](#).

## **Future bargaining dates**

Future bargaining sessions are scheduled for 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](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