



**IBHS bargaining update
March 1, 2022**

On the good news front, Kaiser officials yesterday proposed continuing the Student Loan Repayment Program going forward with no change in payout amounts. However, they still have not committed to having an incentive plan bonus for all three years of the contract. We told them that once they let us know where they were heading with an incentive plan, we would be able to make a counter to the insulting wage proposal they gave us a few weeks ago.

We spent the rest of our limited time yesterday engaging management around the use of PTO. At our last bargaining session, Kaiser, without giving us any reason, rejected our proposal to make it easier for us to take time off. Once again, we shared our experiences of how the lack of flexibility with respect to taking time off negatively impacts morale and is a major contributor to turnover. We invited them to share their thoughts on how we could address this issue with enforceable contract language, but they had no immediate ideas. We shall see what they come back with.

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

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