

This document is meant to be a comprehensive description of the proposals our Psych-Social bargaining team has submitted to Kaiser and Kaiser’s response to date. Kaiser has yet to respond to most of our economic proposals. When they do, we will update this side-by-side comparison.

## WORKING CONDITIONS

### Staffing

**UNION:** Establish a joint staffing committee to determine appropriate staffing levels for each clinic/work area, with an expedited arbitration process to resolve disputes over staffing.

**EMPLOYER:** Reject.

### Access

**UNION:** Employer required to comply with all parity regulations (e.g., SB 221 & SB855); flexibility of providers to replace new appointments with return appointments whenever return access exceeds two weeks; prioritize hiring staff (over subcontracting) to meet regulatory access requirements.

**EMPLOYER:** Reject.

### Workload

**UNION:** Increase scheduled Patient Management Time to minimum of one hour per day, with provider flexibility on when to schedule PMT; add language to emphasize that employees are not to be assigned more work than can reasonably be accomplished during scheduled hours.

**EMPLOYER:** Tie amount of PMT to net loss so any individual with net loss greater than 10% would get a maximum of 2 hour of PMT per week. Those who are under 10% net loss would get a maximum of 4 hours PMT per week. With the current average net loss of 18%, this would mean that most clinicians would only get 2 hours per week, even those who currently get 4 or more hours.

### Work from home

**UNION:** Provide the opportunity for all bargaining unit employees, including Psych RNs and Medical Social Workers, to work from home on a regular, ongoing basis, at least part of each week.

**EMPLOYER:** Reject.

### Recruitment

**UNION:** Proposed several strategies to enhance recruitment, including “investing more resources to prioritize diversity in recruitment” and working together to pass legislation that would support expanding and diversifying the mental health workforce.

**EMPLOYER:** Reject.

### Retention

**UNION:** Provisions to a) allow more flexible work schedules, including reduced hours, b) allow more employees time off at the same time, c) allow for employees to review manager’s performance annually.

**EMPLOYER:** Reject all.

### Transfer policies

**UNION:** Reduce evaluation period after transfer from 90 days to 60 days; increase employee’s time frame to return to former position after transfer from 30 to 60 days; adding new language to release successful bidders within 60 days.

**EMPLOYER:** Agreed to these three changes but also wants to limit ability to transfer to once in an 18-month period.

### Recognition of Licensed Professional Clinical Counselors (LPCC)

**UNION:** Add LPCC as a licensure equivalent to LCSW and LMFT for all job classifications that require licensure; any current LPCC would receive increase in pay to reflect licensure.

**EMPLOYER:** Recognize licensure but require incumbents to bid on open positions .

**BENEFITS**

**Medical**

**UNION:** Decrease co-pays to \$5 for MD visit, \$5 for prescription drugs; extend Alternative Mental Health benefit to eligible dependents, without the need for a denial letter.

**EMPLOYER:** Reject.

**Dental**

**UNION:** Increase amount employer pays from 70% to 80% of usual and customary charges.

**EMPLOYER:** Reject.

**Retiree medical**

**UNION:** Additional \$10,000 added to HRA account when retiree reaches 85 years of age.

**EMPLOYER:** No proposal (still considering).

**Pension**

**UNION:** Restore defined benefit pension for those hired since 2015 or raise employer contribution to retirement savings plan from 6% to 10%.

**EMPLOYER:** Reject.

**Holidays**

**UNION:** Add MLK Jr. Day and Juneteenth as paid holidays; clarify language so employees working flexible schedules don't lose pay during a holiday week.

**EMPLOYER:** Reject (although Kaiser has publicly announced they will start honoring MLK Jr. Day next year).

**Educational leave**

**UNION:** Allow for carryover of Ed Leave if not used in calendar year, with maximum accrual of 10 days.

**EMPLOYER:** No response.

**Leaves of absence**

**UNION:** Continue ETO accruals for duration of FMLA, CRFA and Pregnancy Disability Leaves.

**EMPLOYER:** Reject.

**Vacation**

**UNION:** No proposed changes.

**EMPLOYER:** Change current practice for granting of vacation requests to require employees in all departments to make their vacation requests during a designated period once each year; senior employees would have preference for only one of their first requested weeks off.

**Student loan repayment**

**UNION:** Extend program to cover all loans, regardless of date procured; double the maximum amount of repayment.

**EMPLOYER:** No proposal (still considering).

**COMPENSATION**

**Bilingual differential**

**UNION:** Increase to 5% of base rate and add languages covered.

**EMPLOYER:** Remain at \$1/hour and no additional languages covered.

**Performance incentive plan**

**UNION:** Continue Performance Improvement Plan with metrics mutually agreed to by the parties and a maximum annual payout of \$5,000 for full-time employees.

**EMPLOYER:** No response.

**Wage rates**

**UNION:** 4% increase for each year of the contract; increase minimum starting rate by eliminating the first two steps of the wage scale.

**EMPLOYER:** New employees would be placed on a new wage scale with starting rates at least 20% less than current start rates (depending on geography) and top rates less than current start rates; current employees would get 1% wage increase and 1% bonus each year of the contract.

**OTHER**

**Term of agreement**

**UNION:** 3 years.

**EMPLOYER:** No proposal to date.

**Steward training days**

**UNION:** Increase from six times a year to monthly, with pay for all stewards who attend (instead of current limit of 32 paid).

**EMPLOYER:** Reject.

**Paid bargaining committee**

**UNION:** Increase number of paid bargaining committee members from 8 to 15.

**EMPLOYER:** No proposal (still considering).

**New employee orientation**

**UNION:** Increase time for NEO from 30 minutes to 60 minutes.

**EMPLOYER:** No response.

**Professional practice committees**

**UNION:** Create standing regional committees for Social Medicine, Homecare Services, Psych RNs, Addiction Medicine and Psychiatry; add already agreed-upon LPPC guidelines to the contract.

**EMPLOYER:** Reject.

**Work stoppages**

**UNION:** No proposal.

**EMPLOYER:** Relinquishes our legal right to sympathy strike in support of striking workers in other Unions and also limits on-the-job collective actions .

**Citizenship fee assistance**

**UNION:** Kaiser would pay fees for citizenship applications and provide the day off with pay to attend naturalization ceremony.

**EMPLOYER:** No response.

**Rehire policy**

**UNION:** Allow retirees to return to work without jeopardizing their retirement benefits.

**EMPLOYER:** Still considering.

**Non-retaliation policy**

**UNION:** Proposed contract language that would prohibit employer from retaliating against any employee who advocates and/or files a complaint on behalf of a patient.

**EMPLOYER:** Reject.

**Per diem availability policy**

**UNION:** New policy would require per diem employees to commit to 12 shifts per quarter (6 on weekends if department has weekend operations). During the year, per diem would be expected to work two of the contractual holidays as well as two "hard to fill" days, such as day after Thanksgiving or Mother's Day. Policy would be effective upon ratification of the contract for employees hired after that date. For current employees, policy would be effective a minimum of 90 days after ratification and management would have to honor any current availability restrictions.

**EMPLOYER:** Mostly in agreement - awaiting counterproposal.

**Future pandemic**

**UNION:** Side-letter to ensure basic safety needs are met in case of a future pandemic.

**EMPLOYER:** Reject.