

2024 CONVENTION

Resolution #4

A RESOLUTION TO OPPOSE KAISER PERMANENTE'S ATTEMPT TO REDUCE MENTAL HEALTH THERAPISTS' PATIENT MANAGEMENT TIME AND SUPPORT NUHW MEMBERS

Presented by: NUHW

WHEREAS, Kaiser Permanente is the largest private provider of mental health care for Southern California residents; and

WHEREAS, in 2023, Kaiser reported a profit of \$4.1 billion, according to its audited financial statement; and

WHEREAS, the California Health Care Foundation reported that nearly 1 in 7 California adults experiences a mental illness and the American Academy of Child and Adolescent Psychiatry and American Academy of Pediatrics declared a national emergency over a "shocking" rise in families seeking urgent mental help; and

WHEREAS, quality mental health care requires that therapists have sufficient time to chart appointments, communicate with social service agencies, and respond to patient correspondence known as Patient Management Time (PMT); and

WHEREAS, Northern Californian therapists at Kaiser Permanente are given seven hours per week for PMT, however Kaiser has unilaterally cut the amount of permitted PMT for therapists in Southern California to as few as two hours per week; and

WHEREAS, Kaiser has created an unequal system of behavioral health care by providing significantly more time for therapists in Northern California to perform critical patient care duties vs. their counterparts in Southern California; and

WHEREAS, non-English proficient speakers who require additional follow-up communication and patients who are children are most impacted by the reduction in PMT, as their therapists need additional time to communicate with parents, teachers, and social workers; and

WHEREAS, Kaiser is also continuing to deny its psychiatric nurses and medical social workers sufficient time to perform critical administrative tasks; and

WHEREAS, on October 11, 2023, Kaiser Permanente entered into a \$200 million settlement agreement with the California Department of Managed Health Care (DMHC), that includes paying a \$50 million fine, and spending an additional \$150 million to correct serious and systemic violations of state mental health laws.

THEREFORE, BE IT RESOLVED, that the California Labor Federation, AFL-CIO urges Kaiser to reverse its unilateral cut to Patient Management Time throughout Kaiser's Southern California region, provide its therapists in Southern California the same amount of Patient Management Time as its therapists in Northern California, and ensure that all of its mental health professionals have sufficient time to complete all of their patient care and administrative tasks; and

THEREFORE, BE IT RESOLVED, that the California Labor Federation, AFL-CIO stands in solidarity with the NUHW Kaiser Permanente Psych-Social Chapter members across Southern California as they prepare to negotiate a collective bargaining agreement aimed at establishing true equity for mental health professionals and their patients in Kaiser's Southern California region.

Referred to the Resolutions Committee

SM: OPEIU 29 AFL CIO