

2021 CONTRACT BARGAINING PLATFORM

Based on the bargaining survey completed by 70% of our members, the Psych-Social Bargaining Committee has set the following goals as top priorities for negotiations with Kaiser:

IMPROVED STAFFING AND PATIENT CARE

- Establish enforceable mechanism to ensure staffing levels for all classifications are adequate to provide clinically appropriate care to patients

IMPROVED WORKING CONDITIONS

- Increase Patient Management Time
- Manageable caseloads that allow for adherence to recognized standards of care
- Opportunity to work from home on a regular basis
- Emphasis on racial & cultural diversity in recruitment & retention of employees

WORKPLACE DECISION MAKING

- Expand labor participation in decision making processes that affect working conditions and/or patient care
- Respect and support for clinical judgment of providers in all treatment decisions, including treatment modality (in person, video, telephone)

VOTE ON OUR BARGAINING PLATFORM!

[NUHW.org/Psych-Social-platform](https://nuhw.org/Psych-Social-platform)

FAIR WAGES

- Fair Incentive Plan with metrics and goals jointly set by Labor and Management
- Fair and reasonable wage increase
- Additional longevity step(s)
- Increase bilingual differential

MAINTAIN AND IMPROVE BENEFITS

- Increase employer contribution to defined contribution plans (401-k, 403-b)
- Add MLK day as a paid holiday
- Improve Health Benefits, Vision & Dental; reduce co-pays
- Improve and expand student loan repayment program
- Improve ETO