
[kp-ibhs] Bargaining Update, June 3rd session

Greg Tegenkamp (National Union of Healthcare Workers)

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To: Tara Draper <tdraper@nuhw.org>

Sun, Jun 5, 2022 at 2:44
PM

Hi Tara,

For the last two months, we have spent most of our time in bargaining trying to get the employer to address our priority staffing and workload issues. We have repeatedly stressed the need for more time in **every** providers' schedules to perform all required duties and tasks related to patient care.

We have reviewed the reasons therapists are leaving and KP's bad reputation in the therapist community. We have patiently explained our proposal. Kaiser management finally appeared to be listening.

On Friday they showed up with a new proposal, which they characterized as "significant movement." It was not, unless sidestepping the real issues is considered movement.

Their proposal had two parts:

1. For adult and child therapists in psychiatry, Indirect Patient Care (IPC) time would remain status quo for those with less than 5 years seniority, increase slightly for those more than 5 years (about 8 minutes a day for full time employee), and decrease for all new hires (one hour per week) until they reach 2 years of service.
2. For everyone else, they proposed language saying the employer would make a "good faith effort" to "allow" time for indirect patient care.

We reminded them of several facts that make their proposal unacceptable:

- Over half of our providers, who have been with Kaiser for less than five years, would see no change;
- Only 9% of our members said they are willing to accept status quo working conditions and 91% are willing to strike to improve them;
- Turnover is now running at 18%, with 94 providers having left in the last 3 months;
- We have been bargaining for 10 months; and
- Good faith on the part of the employer has proven to be unreliable.

As disappointed as we are with their proposal, we let management know we will modify our provider profile proposal one more time in an effort to reach agreement. Depending on management's response, we will decide if it is time to give Kaiser a ten day notice of an open-ended strike. We will keep you updated.

Upcoming bargaining

Our next bargaining sessions are scheduled for Friday, June 10, from 9:30 a.m. to 4 p.m.; Friday, June 17, from 9:30 a.m. to 4 p.m.; and Wednesday, June 29, from 9 a.m. to noon. If you would like to attend any of these sessions, sign up [here](#).

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

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