
[kp-ibhs] IBHS Bargaining Update - July 22nd session

Greg Tegenkamp (National Union of Healthcare Workers)

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To: Tara Draper <tdraper@nuhw.org>

Fri, Jul 22, 2022 at 6:53
PM

Hi Tara,

Today in bargaining we presented Kaiser with a revised comprehensive package proposal. Since our last comprehensive proposal, we have narrowed the open issues, reaching tentative agreement on eight sections of the contract. However, we remain far apart on our most important issues, especially those related to staffing access and workload. Attached is a side-by side comparison of our proposal from today and Kaiser's latest proposals.

The most significant modification today was to our wage proposal. Our new proposal eliminates any lump sum payment and calls for 3% increases to be effective October 2021, April 2022, October 2022, April 2023 and October 2023 (the first two would be retroactive). We explained that our primary reason for proposing the additional increases in April of each year is the excessively high rate of inflation since we made our first wage proposal last year. A secondary reason is that the increased competition for providers in the changing landscape of behavioral health requires Kaiser to offer higher wages to recruit and retain providers.

To be expected, Kaiser officials reacted negatively to our proposal, claiming that, in their minds, the parties were close to settlement and that our proposal "pushes" us further apart. We pointed out that we are actually further apart on the workload and IPC time issue that they have barely moved on in a year. We asked them if they want to reach a "fair and equitable" agreement, as they claim they do, why do they continue to ignore our proposals that would help remedy their serious recruitment and retention issues.

Kaiser's chief negotiator said they would have a complete response for us on August 5th, which is our last scheduled bargaining date before our open ended strike, slated to begin on August 15th.

Sign up now for picket shifts

Do not wait any longer to commit to join us on the picket lines. We need to confidently let Kaiser know when we next meet that a supermajority of our colleagues will be standing alongside us on the picket line. This will give us the best chance of convincing them to make movement sufficient enough for us to bring to a vote of members and potentially avoid a strike.

If you hesitated signing up for shifts because the start date was unclear, now is the time to sign up. For the first week of the strike, in order to have maximum media impact, we encourage you to be there when the media arrives, typically around 6 a.m. But if you cannot make it to a picket line by the listed starting time, you should still sign up for a shift on any day you plan to be there.

To sign up, enter your unique ID, which is , [here](#).

Town Hall meetings scheduled

We have scheduled town hall meetings for Saturday, July 30th at 9 a.m. and Monday, August 1 at 7 p.m. to discuss next steps and to answer any questions you may have. We will be sending further information with an agenda and instructions on how to join the town halls next week. We are also preparing an FAQ about our open ended strike which we will be sharing shortly.

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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