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## [kp-ibhs] IBHS bargaining update - July 8th session

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Greg Tegenkamp (National Union of Healthcare Workers)

<gtegenkamp@members.nuhw.org>

To: Tara Draper <tdraper@nuhw.org>

Mon, Jul 11, 2022 at 2:40  
PM

Hi Tara,

After nearly a year of dragging out bargaining, the employer finally gave us a comprehensive proposal covering all open issues. Highlights of their proposal include:

- Across the board wage increases of 3%, effective after ratification of the contract and not retroactively; 2%, effective October 2022; and 2%, effective October 2023.
- Lump sums of 2%, effective October 2022 and 1% effective October 2023; both contingent on ratification of contract by September 30, 2022.
- Continuation of Performance Improvement Incentive Plan with opportunity of up to \$5000 payout for each year of the contract, with metrics determined solely by the employer.
- Continuation of student loan repayment program, with same annual limits and with open enrollment periods annually in October.
- Increasing IPC time for Adult and Child/Family providers from 15% to 17%.
- Allowing for telecommuting per the Employer's existing policy for non-union employees, but management determines who can work from home and can revoke any work from home agreement at any time with or without cause.
- Provide "Immediate Relief" once a contract is ratified by hiring Temporary Agency Employees for an unspecified period of time.
- Eliminating our ability to engage in a sympathy strike with other union employees.

While we told them we appreciated that they made movement, we let them know that their proposals were still inadequate. Their wage proposal is still less than what they gave other unions whose contracts expired at the same time as ours. And with the rising inflation rates since Kaiser settled those contracts, even higher wage increases may be in order. We know, for example, that the California Nurses Association (CNA) is proposing at least double these amounts.

As far as addressing workload and staffing issues, Kaiser's proposals still do nothing for employees outside of the department of Psychiatry. And their proposal for adult and child therapists in Psychiatry adds only 8 minutes a day of IPC time per day for a typical 40 hour/per week therapist. This proposal does not address return access issues and rather than putting a cap on caseloads, it adds a requirement that therapists meet regularly with managers who will "assist" therapists in "managing" their caseload.

We shared with them **their own data** which shows that a 40 hour per week employee, on average, is seeing over three more patients per week since the onset of the COVID pandemic and implementation of virtual care than before. This is not only over three hours per week less time available for indirect patient care, it is also over three patients a week requiring IPC time. Eight minutes a day wouldn't make a dent. Our proposal of 22.5% IPC time would add about 30 minutes

per day, which still may not be enough.

We also reminded KP management that, based on information they have provided us, 377 employees left the NUHW IBHS bargaining unit in the last year, for a 17% turnover rate. And according to exit surveys conducted by the union, over 80% of those leaving have indicated unsustainable workload as a factor.

Kaiser continues to reject our proposals that would:

- Improve return access by capping new appointments when timely return access is not met.
- Enhance the ability of clinicians to take PTO.
- Improve bilingual pay and expand the bilingual program.
- Make it easier for clinicians to transfer.
- Eliminate involuntary call.
- Increase per diem in lieu of benefits differentials.

After Kaiser presented its proposal, we reiterated our desire and commitment to work collaboratively with Kaiser long term to solve access and patient care issues. We told our management counterparts on the KP bargaining team if they truly shared this desire, we would have to see a commitment from the top leadership of Kaiser to stop treating NUHW-represented employees as inferior to employees represented by other unions.

As an example, we cited KP's treatment of the behavioral health therapists we represent in Hawaii, where KP is threatening to freeze wages for most employees, reduce the health and pension benefits for current employees and eliminate the pension entirely for new employees. At the same time, KP has agreed to a contract with UNAC, an Alliance Union, for newly organized pharmacists in Hawaii, that contains no takeaways and includes the same wage increases all other Alliance employees received.

We stressed that KP's obstinate willingness to punish employees who seek to be represented by NUHW only serves to undermine establishment of the trust needed for true collaboration in our IBHS unit.

**Reminder: NUHW IBHS Membership Meeting tonight from 7:30 to 9:00 p.m.**

In our view, Kaiser still has a lot of movement to make before we get to a point where we might reach a tentative agreement we could recommend. In the meantime, we will continue to prepare for a potential open-ended strike. Please join us at our membership meeting this evening to hear more. Here is the zoom link to join:

Topic: IBHS Membership meeting

Time: Jul 11, 2022 07:30 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/85065640942>

Meeting ID: 850 6564 0942

One tap mobile

+16694449171,,85065640942# US

+16699009128,,85065640942# US (San Jose)

When you join, you will be placed in a waiting room. While you are in the waiting room, we ask that you identify yourself on your device by first and last name. We will then admit you to the meeting.

Once you enter the meeting, we ask that you follow some basic Zoom etiquette:

- To avoid background noise, please put your device on mute, except when speaking;
- If you wish to speak, use the “Raise Hand” function in Zoom and wait until called on to speak;
- When speaking, be courteous and respectful and speak to the issue.

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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