
[kp-ibhs] IBHS bargaining update - June 29th session

Greg Tegenkamp (National Union of Healthcare Workers)

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To: Tara Draper <tdraper@nuhw.org>

Thu, Jun 30, 2022 at 11:48

AM

Hi Tara,

Yesterday, we received the Employer's incomplete response to our latest proposal on workload, provider profiles and IPC time. As you may recall, our proposal is simple and direct and would do the following:

1. Increase Indirect Patient Care (IPC) time for a typical 40-hour provider in adult or child psychiatry by about 30 minutes per day;
2. Increase ratio of return appointments to new appointments for psychiatry department providers from 5:1 to 6:1;
3. Allow individual providers in psychiatry to shut off new appointments when they no longer have any open return appointments within two weeks;
4. Give these same providers sole control of scheduling for one-third of their return appointments;
5. Establish a formula for IPC time for Initial Access Coordinators (IACs) that would allow about 1 hour and 45 minutes per day of IPC for a 40-hour therapist;
6. Establish an ongoing labor management committee to regularly review the workload of NUHW-represented employees not covered by the above specific provisions, to ensure a sustainable workload for all.

Kaiser's response was in the form of a question: Would we be willing to explore a different path for resolving the workload issue? They then laid out their "conceptual" pathway:

1. Provide "immediate relief" by hiring temporary agency therapists to see patients;
2. Figure out a way to pay therapists at a straight-time hourly rate, in some instances, for work beyond 80 hours in a pay period;
3. Come up with a formula that balances direct patient care hours with IPC, that also takes into account different appointment types and the "volume" of patients of each individual provider.

We told them we prefer staying on the path that we have patiently laid out (and modified several times) over the last 11 months, especially since Kaiser officials have never explained to us what they find objectionable about our proposal. We added that before we could consider their framework, they would have to give us a more detailed proposal.

We also provided initial reactions to each segment of their conceptual pathway:

- As for "immediate relief", Temp Agency employees are a bandaid and don't provide relief to

individual providers if their scheduling profiles remain the same.

- As for extra pay, we said that would be nice but reminded them that providers generally do not want to work past their schedules.
- On the final point, we told them it sounded suspiciously like the old “seen” productivity measurement that we removed from the contract in 2018 and that something like that would not fly with our colleagues.

We expect a detailed proposal next time, which we will give due consideration. But based on what we have heard so far, we are not holding our breath that it will be anywhere near meeting our needs. In the meantime, we are maintaining our current proposal.

Fill out our action survey

In the last two weeks, we have had two successful direct actions against Kaiser:

- A delegation of clinicians confronted Kaiser CEO Greg Adams outside of a Board of Directors meeting.
- Another group of clinicians leafleted a KP sponsored event prior to the SF Pride parade.

As we ramp up our preparations for a potential open-ended strike, we are planning several more actions in the coming weeks. Join your colleagues who have already signed up to participate in future actions by filling out this [survey](#).

Upcoming Bargaining

Our next bargaining sessions are scheduled for Wednesday, July 6, from 9:30 a.m. to 4, Friday, July 8 from 9:30 to 4, Wednesday, July 13, from 9 a.m. to noon and Friday, July 22 from 9:30 to 4. 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