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## [kp-ibhs] Members vote overwhelmingly to authorize open-ended strike

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**Greg Tegenkamp (National Union of Healthcare Workers)**

<gtegenkamp@members.nuhw.org>

To: Tara Draper <tdraper@nuhw.org>

Wed, Jun 1, 2022 at 11:11

AM

Hi Tara,

With a strong turnout, 91 percent of voters have approved giving the elected NUHW-IBHS bargaining committee the authority to call for an open-ended strike, should we deem it necessary. This sends a clear message to Kaiser Permanente that a supermajority of NUHW-IBHS members are not willing to accept a status quo contract and that Kaiser needs to deal with staffing, access, and workload issues during bargaining.

### **One step at a time**

We have four bargaining dates in June. We will evaluate our progress in bargaining as we go and proceed one step at a time. Should Kaiser make significant movement in the next few sessions, we may decide a 10-day strike notice is not immediately necessary and continue bargaining. However, should Kaiser remain intransigent, we could decide to give the 10-day notice and start preparations for a strike while we continue to bargain.

After a 10-day notice is given, if we determine that Kaiser has made substantial movement on addressing our issues, we could postpone or call off the strike to allow members to vote on an improved offer. Or, if no progress is made in the 10-day notice period, we would then go forward with the strike.

We cannot predict how Kaiser will respond at the bargaining table, which is why we will proceed one step at a time and hold steward meetings and membership meetings when appropriate.

### **Our reasonable demands**

We are not asking much of Kaiser. We understand that it will take time to address the systemic flaws in Kaiser's mental health care delivery system and have offered to work with Kaiser collaboratively going forward to do so. However, we cannot proceed in this important work without immediate relief from the unsustainable workload many providers are experiencing.

More than 300 therapists have left their jobs in the IBHS unit in the past year. According to a recent exit survey, almost 65 percent of those leaving cited an unsustainable workload as a major factor. Our proposals would ensure that all NUHW-represented staff have sufficient time in their scheduled workday to complete all necessary duties and tasks.

To aid recruitment and retention, we have also made proposals to allow for more flexible work schedules, increased work-from-home opportunities, greater ability to get approved time off, and higher bilingual pay, to name a few. Kaiser has rejected all of these proposals without offering any of its own.

Finally, while Kaiser publicly blames a "mental health provider shortage" for its inadequate staffing

and its patient care shortcomings, it cannot continue to offer an unrealistic wage proposal and still expect to attract and keep providers in a competitive market.

### **Upcoming bargaining**

Our next bargaining sessions are scheduled for Friday, June 3, from 9 a.m. to noon; 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. Sign up [here](#) to attend.

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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