
[kp-ibhs] Subject Line: Clinicians are leaving Kaiser at record rate

Greg Tegenkamp (National Union of Healthcare Workers)

<gtegenkamp@members.nuhw.org>

To: Tara Draper <tdraper@nuhw.org>

Mon, Jun 20, 2022 at 4:17
PM

Hi Tara,

The facts are clear: Kaiser is losing clinicians at a record rate, and if we don't address this problem in our contract, the situation will get even worse.

From June 2021 to May 2022, a total of 377 clinicians left our IBHS Northern California bargaining unit. That's more than double the 186 clinicians who left the previous year. And, it's nearly twice as many as the 196 clinicians who left the year before that.

This isn't just a Northern California phenomenon. The turnover rate has also jumped for Kaiser clinicians in Southern California over the past year, and in a survey our union conducted of more than 200 clinicians who left Kaiser, the reasons they gave for leaving were all too familiar:

- 85% said they had an unsustainable workload and/or not enough time to complete the work/caseload assigned to them.
- 76% said that their inability to "treat patients in line with standards of care and medical necessity" was a factor in their decision to leave.

Kaiser is entering a downward spiral. Our colleagues are leaving because they can't manage their workloads or provide appropriate care, and the more clinicians that Kaiser loses, the worse it will get for those of us who remain — and our patients.

We're not robots, and behavioral healthcare should never be practiced in what amounts to a factory setting.

As we reach a critical juncture in our contract negotiations, we are drawing a hard line when it comes to making our work sustainable. We've proposed increasing IPC time by 50 percent for most clinicians and requiring Kaiser to boost staffing so that it can provide return appointments within 10 business days, as will be required by our new state law starting July 1. In response, Kaiser recently insulted us by proposing to set IPC time based on seniority. Would Kaiser propose giving more senior surgeons additional time to prepare for procedures? How could they propose that to us?

This is an issue over which we have to be prepared to fight, and, if necessary, to strike. We can't keep losing 17 percent of our colleagues every year and expect that things will get better. We have to make our jobs sustainable, and we can't take "No" for an answer.

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
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