
[kp-ibhs] Subject Line: Our impromptu talk with Kaiser CEO Greg Adams & Bargaining Update

Greg Tegenkamp (National Union of Healthcare Workers)

<gtegenkamp@members.nuhw.org>

To: Tara Draper <tdraper@nuhw.org>

Sun, Jun 19, 2022 at 9:50

AM

Hi Tara,



While we were in bargaining with Kaiser representatives on Friday, several clinicians traveled to the Four Seasons Hotel in San Francisco where Kaiser's Board of Directors was meeting.

Our colleagues, Alexis Petrakis, Jennifer Browning and Misha Gutkin, intercepted Kaiser CEO Greg Adams as he was walking out of the hotel, and he agreed to speak to them in a lounge area. When Adams chalked up Kaiser's issues to a shortage of clinicians, our colleagues responded strongly, informing him that Kaiser's turnover rate has doubled over the past year and that people are leaving because workloads are not manageable.

Our colleagues were also disappointed that Adams seemed to think that a relatively small

proportion of patients would need the timely individual therapy sessions required under SB 221. It doesn't appear that he understands that the demand for one-on-one therapy far exceeds what Kaiser's model allows for and that group sessions are not sufficient for many patients.

Adams said that he'd take our input to the people representing Kaiser at the bargaining table, and our colleagues reiterated that we have crafted solutions to the problems Adams is acknowledging exists, and that these are issues that should be addressed at bargaining, which up until now Kaiser has refused to do.

This was more than a 15-minute conversation. Our colleagues sent a strong message that we are ready to confront Kaiser officials and escalate these confrontations — including an open-ended strike — if Kaiser doesn't finally show a sense of urgency in working with us on a contract that addresses the issues that we and our patients are facing every day. More actions are being planned for the weeks to come. Fill out [this survey](#) to let us know about your availability to participate.

IBHS bargaining update - June 17th session

During Friday's bargaining, the management team attempted to pick apart our comprehensive package proposal of April 1st, claiming that their proposals on PTO and on Transfers somehow met our needs. We reminded them that a major focus of our comprehensive proposal for settlement is to improve working conditions in order to stem the exodus of therapists and make KP a more attractive place to work. We patiently explained how their proposals did not go nearly far enough in making it easier to get time off when requested or in removing barriers to transfers for qualified therapists.

Management also responded to a proposal we had made on Citizenship Fee assistance, saying they wouldn't pay the \$725 fee or for the day off to attend the Naturalization ceremony, as we had proposed, but they would approve PTO if requested a month in advance.

They ended the day by asking more questions about our key proposal on workload, provider profiles and patient management time. After we explained our proposal one more time, they thanked us and said they now have a fuller understanding and plan to respond prior to our next bargaining, scheduled for June 29th.

Upcoming bargaining

Our next bargaining sessions are scheduled for Wednesday, June 29, from 9 a.m. to noon, Wednesday, July 6, from 9 a.m. to noon, Friday, July 8 from 9:30 to 4, Wednesday, June 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
Shay Loftus, Fairfield, Adult

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