

KAISER PERMANENTE, IBHS

OUR BARGAINING PLATFORM: SUSTAINABILITY FOR ALL

Kaiser management in Northern California has created an unsustainable, factory-like system of care that overburdens us with unlimited caseloads and makes it impossible to provide our patients with the high-quality care they deserve. We demand that Kaiser restore sustainability to its system for the benefit of mental health professionals and our patients.

The IBHS Bargaining Committee identified the following goals as top priorities for negotiations with Kaiser based on the bargaining survey that nearly 80 percent of our colleagues completed:

Improved staffing, working conditions, and patient care

- Establish an enforceable mechanism to ensure workload is manageable and staffing levels for all classifications are adequate to provide clinically appropriate care to patients
- Increase time in schedules for indirect patient care and administrative duties
- Give us more input into decisions that impact our jobs
- Make flexible work schedules, including hybrid schedules, more widely available
- Emphasize racial and cultural diversity in recruitment and retention of employees

Fair Wages

- Guarantee fair and reasonable wage increases
- Create a fair Incentive Plan with metrics and goals jointly set by Labor and Management

Improved Benefits

- Increase employer contribution to defined contribution plans (401k)
- Improve retiree health benefits
- Improve PTO accruals