

BARGAINING UPDATE #17

Sept. 18,
2021

HAWAII THERAPISTS



KAISER PROPOSES CUTS TEAM WINS PATIENT CARE IMPROVEMENTS

Our Hawaii Therapist bargaining team has been able to secure two major workload tentative agreements for Home Health and Outpatient therapists that will allow us to spend more time providing the best care possible to our patients. We also presented two major proposals to management:

- A comprehensive economic proposal, including a wage grid
- A comprehensive leaves of absence proposal

Our team was surprised by a change in dynamic recently when Kaiser Permanente (KP) negotiators proposed several cuts to our benefits, including a reduction to our pension multiplier.

The team has won six recent tentative agreements (TAs):

- Home health staffing
- Outpatient staffing
- Recognition and coverage
- Non-Duplication of pay provisions
- Sub-contracting
- Work out of classification in management

Our team also presented counter proposals to management for:

- Jury duty, witness duty and subpoenas
- Alternate Compensation Program
- Education
- Tuition reimbursement

When KP management presented a benefits package to our team, the reduction of the pension multiplier from 1.50 to 1.45 and multiple other cuts made this proposal a non-starter with our therapist bargaining team. Our team is united and will stand firm against takeaways.

Concurrently to our team's work at the table for our first contract, our UNAC/UHCP national bargaining team has just called for a strike authorization vote in Southern California. This comes after a change in Kaiser leadership has resulted in new KP execs refusing to move off of a short-sighted wage proposal that could exacerbate existing delays in access to care. We will be having further conversations regarding our plans here in Hawaii. UNAC/UHCP will hold a town hall meeting next week and all KP members are encouraged to attend.

Date: Wednesday, September 22, 2021 | **Time:** 4:00-6:00 p.m. HST

Register at unacuhcp.org/HIshare/