

# BARGAINING UPDATE #18

Oct. 13,  
2021

## HAWAII THERAPISTS



### ACTION IS NEEDED: KAISER STILL PROPOSES CUTS

Our Hawaii Therapist bargaining team had discussions on education benefits and holiday pay and secured seven more tentative agreements (TAs) with the intention of gaining the much-needed ability to adapt our schedule to operational needs so that we can provide the best care possible to our patients. These hard-won TAs including:

- **Bargaining Unit Work:** Protects bargaining unit work by limiting other providers from doing work unless in emergency situations or providing leave relief.
- **Internal Bid Process:** Allows for a streamlined process for scheduling adjustments and status changes.
- **Medical Malpractice Insurance:** States the employer will provide medical malpractice insurance coverage.
- **Bereavement Leave:** Provides three paid workdays per occurrence and an additional two paid days if traveling more than 300 miles.
- **Unpaid personal time:** Grants therapists the ability to take five days of unpaid time off.
- **Alternative Work Schedules:** Provides therapists with the flexibility to create a modified work shift as long as they maintain their part-time or full-time status.
- **Jury Duty, Witness, Subpoena:** Ensures members will be paid in full for jury duty service as well as witness and subpoena duties for matters related to their employment.

Although we have made some progress, we still have major subjects that need to be addressed at the bargaining table. Our team was surprised by a change in dynamic recently when Kaiser Permanente (KP) negotiators proposed several cuts to their own proposals after a comprehensive review and questions from our bargaining team. They also have not responded to our economic package proposal presented in August and, in some cases, have not released our full bargaining team to participate in negotiations. Employer proposed takeaways include:

**Reduction of the pension multiplier from 1.50 to 1.45**

**Employer contribution eliminated from 5% to 0**

**Changes to the qualifications for retirement**

**Elimination of dependent life insurance**

**Severe limits to survivor benefits**

**Changes to medical benefits**

**We will not stand for these cuts.** These takeaways proposed by management do not reflect the value of our service and are a non-starter with our therapist bargaining team. **Our team is united and will stand firm against takeaways.**

With a 96% majority, UNAC/UHCP members in Southern California have overwhelmingly approved a strike. 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.**

Join our upcoming bargaining townhall on Monday, October 18. While registering for the virtual call, please submit all your questions ahead of time so that we can properly address them on the call.

## MONDAY NIGHT!

### BARGAINING UPDATE TOWN HALL

Monday, Oct. 18 | 7:00 - 8:00 pm HST

The bargaining team will answer questions about bargaining, proposed cuts, SoCal and National bargaining, and our options for action.

Register here: [unacuhcp.org/HI-townhall/](https://unacuhcp.org/HI-townhall/)