

# BARGAINING UPDATE #4

November 5,  
2020

## HAWAII THERAPISTS



### Making Progress At The Bargaining Table!

Our bargaining team met with Kaiser Permanente Hawaii management between October 7 - November 4, 2020 to continue bargaining the contract.

We reached several Tentative Agreements (TAs) that include:

- New Hire Probation - Establishes a six month probationary period and increases protections for new employees.
- Savings - Ensures that any agreement is in compliance with state and federal law.
- Seniority - Defines seniority credited service and recalculated seniority so bargaining unit members that return to work in a year get full credit for prior service and members that stay out longer than a year but have worked at least five years will receive partial seniority credit.
- Reduction in Force - Protects bargaining unit members by requiring Kaiser to discontinue the use of all outside registry and travelers before displacing qualified bargaining unit members.
- Health and Safety - Guarantees a safe working environment for bargaining team members and establishes an avenue to address unsafe working conditions.

Next week, your bargaining team will continue striving to reach agreements on job bidding and regional professional practice committees.

**Our bargaining team would like to hear from you!** Please provide feedback on the workload language that you would like included in the contract. **Send all feedback to [Vanessa.Caballero@unacuhcp.org](mailto:Vanessa.Caballero@unacuhcp.org).**

### Upcoming Bargaining Dates

#### November 2020 12 and 18

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12 SAVE THE DATE	13	14
15	16	17	18 SAVE THE DATE	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

#### December 2020 2, 9, and 16

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	1	2 SAVE THE DATE	3	4	5
6	7	8	9 SAVE THE DATE	10	11	12
13	14	15	16 SAVE THE DATE	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2