



Kaiser Home Health Therapists Bargaining Update **July 13, 2018**

Bargaining for Local 20 and Kaiser Permanente resumed July 12. The parties continued to discuss many areas of interest. These included Professional Practice Committees (LMP-like bodies that enable union Therapists and management to discuss scheduling, access, service, quality, patient needs, and business imperatives, etc.)

Because we are using a version of Interest-Based Bargaining, a lot of time is spent discussing Issues/Interests. Tentative agreements have been reached on some aspects of the contract but the detail on these isn't disseminated until the entire contract is settled (because it is, indeed, *tentative* pending resolution of the whole contract.)

Another example of what was discussed was an Appendix that would serve as a template for alternate work schedules. Local 20 has such language in other contracts and explained how it works, and how it can be beneficial to the workers, patients and the employer. Management will review the information we provided.

A sign of the progress being made was that physical copies of previous Tentative Agreements were signed by the Kaiser and Local 20 representatives. These include Management Rights, Seniority, Courteous and Responsible Relationships, Safety, and Performance Evaluations.

The next bargaining dates scheduled were July 17 and August 16. Additional dates have now been set for August 21, September 4 and 28. As we resolve non-economic issues, we are moving closer to the time when significant fiscal matters will be tackled.

In Unity,

Michael Aidan, ESC Local 20 Assistant Executive Director & Chief Negotiator

Home Health Therapists Bargaining Committee: Erelah Gafni, Oakland; John Wickenburg, Santa Rosa; Marianne Nicholson, Martinez; Ken Rosenfeld, Santa Clara; and Kathleen Doerr, Sacramento