



**Engineers & Scientists
of California**
Local 20 IFPTE



Home Health Occupational, Physical, and Speech Therapists Negotiations
Union Update
March 4, 2019

Bargaining Team Delivers Petition Demanding a Swift and Fair Settlement; Kaiser Management Hides in Office

Last week, your Bargaining Committee and Chief Negotiator Michael Aidan delivered petitions with nearly 200 signatures to Janet Liang, President, Kaiser Foundation Health Plan calling for a fair contract for Home Health Therapists. Although she was expecting to meet with Aidan, the Committee arrived to find a closed door and Security Guard who said only one person could enter. Clearly, Janet Liang felt uncomfortable facing up to Kaiser's inaction on settling a contract and to talk directly with therapists who have been working tirelessly to simply achieve equitable working conditions to other healthcare professionals. Marty Ardron accepted the petition instead.

One thing is for sure, we know that our message got through: no matter what door Kaiser tries to hide behind to dodge workers, and to deny responsibility for low-balling members and for delaying negotiations, we are not giving up on the contract we deserve. We will follow up with Janet Liang to push for another face to face meeting.

If you missed signing on to the petition, it is not too late! Contact your Contract Action Team member, a Bargaining Committee member, or Union Rep to sign and get an update.

Predictive Guidelines: Our last negotiating session sent Predictive Guidelines to another side-bar where some progress was made but Kaiser is still resisting an agreement to refer major areas in dispute to a Professional Practice Committee (PPC); the Union's interest in achieving this would allow us to incorporate discussions about Epic AND to make progress on the issues covered by the Hours and Overtime provision of the contract.

Jury Duty and Bereavement Leave: Despite lack of movement in major areas, we did reach Tentative Agreement on these two issues.

Wages and Benefits: Kaiser is still ignoring our proposals to reinstate lost benefits and implement a comprehensive wage structure that includes steps and ranges that are similar to Home Health RNs.

We will not give in to Kaiser's stall and delay tactics. We know that when Home Health Therapists stand united, persevere, and take action, we will win. Stay strong.

Next bargaining dates: March 22, April 12, May 1.

Michael Aidan, ESC Local 20 Chief Negotiator

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

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Continue to Report All Time Worked!

In response to our reports of managers discouraging accurate reporting or actually directing Therapists to not report hours worked (outrageous!), Kaiser sought specific names; we refused, fearing there'd be retaliation.

However, if/when you are discouraged from accurately reporting your time worked, follow up with a simple e-mail to the manager asking to confirm what was said. Save it and share with your Union Rep.

Your Bargaining Committee strongly encourages you to claim all time worked. This is essential so that we can present a true picture of work time at the table and reach a fair settlement on this issue.