
ESC L20 Kaiser Bargaining

LOCAL BARGAINING AGREEMENT
+
NATIONAL BARGAINING AGREEMENT
=
YOUR POWER



Overview

**Stages of
Negotiation**

**Process of
Bargaining**

**ESC L20
Local
Bargaining**

**Coalition of Kaiser
Unions - National
Bargaining**

**ESC L20
Member
Engagement**



Stages of Negotiations



Process of Bargaining



Goals of Bargaining



Economic Goals

- Wages
- Hours of work
- Working conditions
- Fringe benefits (health, pension, etc,)



Non-Economic Goals

- Workers satisfaction
- Rights of our members
- Empowerment of our members
- Protection of the union as a growing unit



Local Bargaining



Participants



Scope



Timelines



Support



Local Bargaining Committee Members

GC/GCC's	Home Health Therapists	CLS/MLT's
Gina Liu	Valerie Twymon	Connie Savoy
Nicole Dennis	Tracey Telder	Sandra Prado
Stephanie Diaz	Casey Mokres	Shae Schopp
Megahm Hanely	Andy Westhafer	Berlinda Majerle
	Kathleen Doerr	Lucy Chiala
		Karen Sutton
		Marjorie Braasch



Role of Committee Members

- Commit to being actively involved in bargaining planning
- Involvement includes meetings outside of actual negotiations
- i.e. preparation sessions
- Participate in IBB & Negotiations Training
- Attend negotiation/bargaining sessions
- Communicate with stewards and members about bargaining table status
- i.e. membership meetings, bargaining info. sessions, etc.
- Follow guidelines of respective Unit Boards (MPU & OUB)

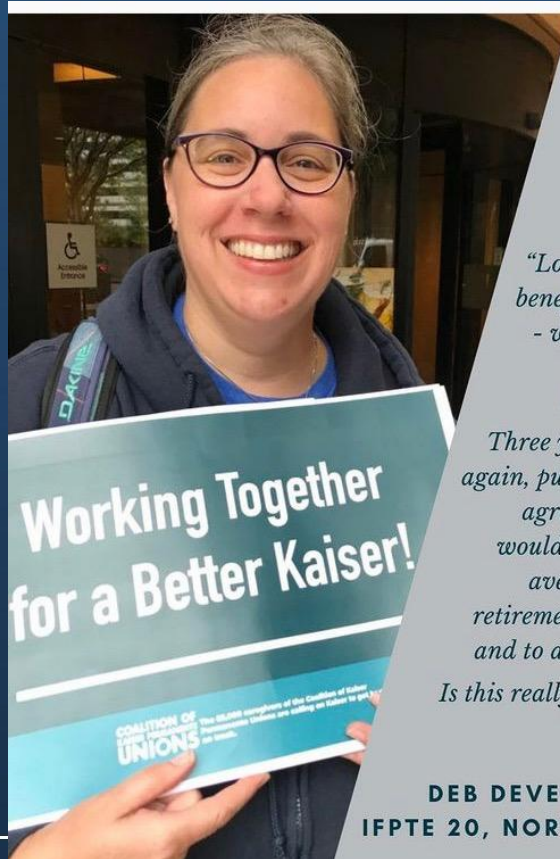


Scope and Timeline

- In line with National bargaining, local bargaining will be (April-September)
- Priority Interests (both labor & management)
- Local bargaining survey (late March/early April)
- Local bargaining teams meet and outline priorities after reviewing local bargaining survey (April).
- Tentative Agreement Reached (TBD)
- Tentative Agreement Ratified
- New Contract!



Coalition of Kaiser Unions - National Bargaining



COALITION OF
KAISER PERMANENTE
UNIONS

“Locking in good wages and benefits in 2019 wasn’t easy - we took action and nearly went on strike to bring Kaiser back to its senses.

Three years later, Kaiser is at it again, pushing Alliance Unions to agree to a two-tier plan that would reduce wages by 26% on average and eliminate some retirement benefits for new hires, and to accept 1% wage increases.

Is this really what it means to be in Partnership?”

**DEB DEVENO, OPTOMETRIST,
IFPTE 20, NORTHERN CALIFORNIA**



National Bargaining Committee Members



CLS/MLT: Connie Savoy and Sandra Prado (rotating)

Optometry: Joan Mah and Deb Deveno (rotating)

Home Health Therapists: Kathleen Doerr (KD)

Common Interests/Issues: Frankie Preciado

GC/GCC's: To be appointed



Timeline: National Bargaining Dates

Meeting in person in Oakland or Los Angeles

April 18,19,20

May 16,17,18

June 22,23,24

July 11, 12, 13

August 1, 2, 3

August 22,23,24

September 6,7,8

September 21, 22, and possibly more dates.



Recap

ATB
(Across-the-board) increases

NB

Health care
benefits

NB

Shift pay
differentials

LB

Educational
trust funds

NB

Hourly wages

LB

Issue
resolution
process

NB

Job titles and
descriptions

LB

Overtime

LB

Performance
Sharing
Program

NB

Schedules and
hours

LB

Seniority

LB

Structure of the
partnership

NB

NB = National Bargaining , LB = Local Bargaining

National and Local Bargaining

National Bargaining

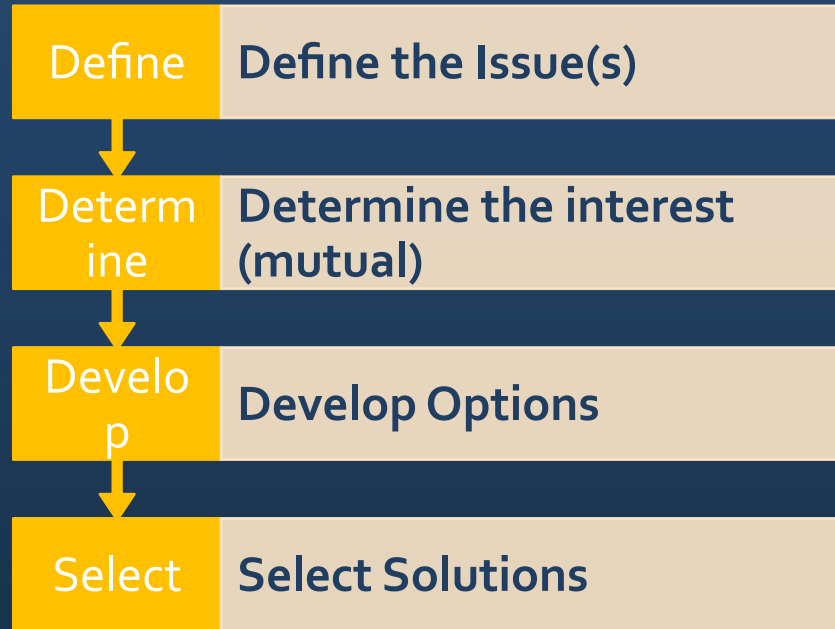
- ATB – Across-the-Board Increases
- Healthcare Benefits
- Educational Trust-Funds
- Issue Resolution – Corrective Action Process
- Patient and Member – Workplace Safety Guidelines
- Performance Sharing Program (PSP)
- Structure of Partnership
- Workforce Planning and Development

Local Bargaining

- Shift Pay Differentials
- Grievance Procedure
- Hourly Wages
- Job Titles and Descriptions
- Overtime
- Seniority
- Workload
- Schedules and Hours



Interest-Based Bargaining



HOW INTEREST-BASED BARGAINING WORKS

Interest-based bargaining/problem solving is a collaborative method that, unlike competition or compromise, not only leaves the relationship between the parties intact, but can even improve it.



Truth to Power - ESC L20 Stewards/Members in Action

Commit	Commit to being an ACTIVE Steward and/or Member
Recruit	Recruit other Member-Leaders to join future steward meetings
Inform	Distribute information to Members during Bargaining
Encourage	Encourage Members to Participate in Bargaining Activities (Selfie Action!, Petitions, etc..)
Apply	Apply your Contract

