

# COALITION OF KAISER PERMANENTE UNIONS



## UPDATE ON UCC IBPS

After management's unilateral decision to cut hours at Interstate South UCC, members of the Coalition of KP Unions met to build strength and take action. At two meetings on Thursday, August 19, we heard from fellow union members about the disastrous effect these cuts would have on patient care.

Management finally agreed to have an IBPS (Interest Based Problem Solving) on Monday, August 23, but then denied that they were aware of the planned changes in hours and services at the UCC that would negatively affect not only staff but patients, members and the community.

Union leaders, staff and members attended the IBPS to provide input and participate in good faith. Our interests were to stop this rush to disaster and to learn the facts that went into such an important business decision.

But Kaiser did not send to the table any of the management stakeholders who would have made the IBPS meaningful. Senior leaders were represented by two supervisors, Diane Johnson and Geri Auerbach, who proposed that the problem statement for the IBPS should be, "How will labor be involved in assigning new schedules to staff?"

When Labor did not accept this proposal Auerbach stated, "We've been given our marching orders. ...**These decisions are being made at the highest levels of the organization where Labor doesn't participate.**"

The supervisors insisted that "Perm (NW Permanente) has reduced its allocation of funds to Interstate South UCC." But when pressed to answer why, they simply said, "Ask Jim Springer" and "We don't need your approval to change schedules!"

Labor has moved to get senior leaders to the table as soon as possible to engage in the type of process outlined in the National Agreement: one characterized by collaboration, inclusion and mutual trust. What has happened so far represents a breach of agreements made at the highest levels of the organization ... where Labor DOES participate.

**We ask all of our members NOT to engage in any meeting that involves changing the schedule WITHOUT union representation. If you are approached for such a meeting, contact your union rep immediately.**