

Proposals & Initiatives

Unprecedented investments in you, your practice, increased staffing, and the future of mental health care at Kaiser Permanente.

Your Personal Economics

Increases and Lump Sum Payments

- Across-the-board annual 3% wage increase in year 1; 2.75% in year 2; and 2.75% in year 3*
- Lump sum payments of .25% in years 2 and 3*
- Additional increases (market adjustments) in year 1 varying by licensure:
 - LCSWs, LPCCs, and MFTs: additional 4% (total 7% in year 1)*
 - Addiction Medicine & Recovery Services Counselors: additional 5% (total 8% in year 1)*

Annual performance bonus up to \$5,000*

Student loan repayment program:*

- Eligible bachelor's or master's participants, up to \$10,000 maximum
- Eligible doctorate participants, up to \$20,000 maximum

Tuition reimbursement increased to \$3,000/year*

Retiree medical Health Reimbursement Account increased to \$2,000 per year of service*

Annual dental coverage maximum increased to \$1,500*

Active medical and pension programs: no change*

Professional Development & Growing the Workforce

\$40 Million to advance the education of 1,000+ eligible KP employees to pursue master's and doctorate degrees in clinical practice. We work with schools to create custom programs for working employees, including evening onsite classes and weekend classes on school campuses.

\$16 million to support:

- Post graduate Fellowship & Residency programs
- Expansion of KP's master's practicum and post-doctorate programs
- Grants to fund clinical research
- Grants to expand college degree programs in mental health

* This item is subject to bargaining.

Your Practice & Staffing

Immediate Relief (within 30 days of contract ratification):*

- Temporary staffing resources: dedicated crisis intake therapists and Psych RN triage
- Standard adoption and availability of Q appointments
- New standard of 85% booked and 15% indirect patient care

Office practice support:

- Appointment clerks
- Clerical resources
- Extender roles

More recruiters and staff working to fill mental health positions

Move to 1:5 ratio for schedule management, as the rate of hiring and supplemental staffing can accommodate*

Dedicated on-call positions for every medical center*

More rapid expansion and refresh of mental health offices, facilities

Therapists' Involvement in Designing the Model of Care

A six-month collaborative workgroup of KP clinicians working together to redesign our model, delivering specific recommendations to:

- Improve initial and return access for psychotherapy
- Innovate in the use of evidence-based therapy and feedback informed care, including case conferencing, caseloads and treatment plans
- Evaluate and spread best practices

To see your personal economic proposal go to:

<https://lookinside.kp.org/investing-in-mental-health>