Nurses Discuss Top Priorities: Safe Staffing, PCCs, and Equal Pay for Equal Work

Bargaining Update #36 – January 19, 2018

CNA and Kaiser resumed negotiations with two bargaining sessions this week in which the parties discussed several topics and reached an important tentative agreement regarding job bids and postings.

The CNA Negotiating Team began by summarizing the most important outstanding issues for nurses. These include the need for improved staffing in all care settings, the integration of Patient Care Coordinators into the Master Contract, and a demand for improvements to the medical benefits of active and retired nurses. CNA also stated that our expectation is that Kaiser will come to understand that a two-tiered, divisive wage scale is not in the company’s best interest.

The tentative agreement on job postings secured the right to 1 day open departmental bids and improved access to information to make 5 day electronic job postings work more effectively. As part of the agreement, Kaiser committed to provide training for all RNs/NPs on electronic job bidding, post open positions on facility bulletin boards, and to inform nurses who were not selected for open positions of the reason and who was selected.

CNA initiated wide-ranging discussions regarding GRASP and Kaiser’s proposal to replace it with EPIC Acuity. CNA made clear that our expectation is that a discussion over a new patient classification system be combined with our staffing proposals and that staffing enhancements become part of any successful contract. A significant portion of the discussion was devoted to a four-hour question and answer session investigating the comparability between GRASP and EPIC. Bargaining will continue next week with another informational session on patient classification systems scheduled for Monday.