CNA Challenges KP to Reach a Contract that Demonstrates Respect for Nurses and Patients

Bargaining Update #38 – January 25, 2018

The CNA Bargaining Team and Kaiser Permanente met for our second to last scheduled bargaining session on Thursday. CNA took the opportunity to restate the top priorities of the nearly 18,000 CNA-represented RNs/NPs and describe the important issues that remain to be addressed for a successful contract.

CNA discussed in great detail the primary importance of improving staffing across the continuum to reflect the growing demands on RNs/NPs and increased acuity of patients. We reaffirmed the commitment of RNs/NPs that Kaiser restore the medical benefits changed in 2014. We reiterated our desire to reach a long-term contract that secures our medical and retirement benefits. We restated our position that divisive, two-tiered wages is both unacceptable to RNs/NPs and not in Kaiser’s best interest as an organization, as well as our strong belief that Patient Care Coordinators be integrated into the Master Contract. After laying out our top priorities, we indicated to Kaiser that at our next bargaining session we would provide them with a proposal to transition from GRASP to EPIC Acuity and that significant improvements in staffing would be necessary to make such a transition successful and acceptable to RNs.

One unexpected final proposal was presented by Kaiser today. Kaiser proposed to eliminate the $6,200 Retiree Medical Health Reimbursement Account (HRA) for all RNs/NPs hired after January 1, 2018. The $6,200 HRA is for retired RNs/NPs to offset medical premiums and is critical to making medical benefits affordable and accessible to retired RNs/NPs. Kaiser’s attack on these benefits is unacceptable and CNA is appalled that Kaiser would try to prevent new RNs/NPs from having this necessary benefit.

A final bargaining session is scheduled for Tuesday to determine whether the parties’ statements that we are each committed to a settlement can be achieved. CNA is clear that our objective is to reach a successful contract based on RNs/NPs’ top priorities. The significant question to be determined is if Kaiser is committed to removing its unnecessary and unacceptable demands that are preventing us from reaching a contract.