Negotiations Resume with Vacation and Floating Discussions
Bargaining Update #25 – October 17, 2017

The CNA Nurse Negotiating Team and Kaiser resumed bargaining on Tuesday and had discussions on several topics that resulted in two tentative agreements.

- **Annual Vacations and Per Diem Scheduling** – The parties reached a tentative agreement on scheduling of per diems for pre-scheduled vacation and education leave shifts. The agreement is consistent with the bargaining history and intended to improve vacation access for benefitted nurses. CNA also raised the issue of Kaiser frequently denying vacation requests and Kaiser acknowledged that the inability of nurses to get vacations is inconsistent with their contractual agreements.

- **Floating** – CNA presented a counter on floating that seeks to improve patient safety and nurse morale. Our proposal calls for larger float pools, a prohibition “double floating and “cascade floating,” and a clarification of “distinct units” and when it is safe for nurses to float.

- **Waivers** – The parties discussed premium pay waivers and are close to a tentative agreement that requires Kaiser to keep records of these waivers.

- **Health and Safety** – Kaiser stated that it intends to provide an amended proposal on health and safety liaisons to CNA.

- **Appendices and Side Letters** – The parties reached a tentative agreement to remove three outdated side letters and appendices.

- **NP Job Postings** – CNA provided multiple examples to Kaiser of how differences in NP and PA job postings disadvantaged NPs and reiterated the need to clarify Appendix J to fix this issue.

**TAKE ACTION**
Informational Picketing on Thursday, Nov. 2

Nurses will hold info pickets on the need for safe staffing in all care settings. Contact your Nurse Rep or Labor Rep for more details.