KP’s Health & Safety Proposal

Diminishes RN/NP Role

Bargaining Update #26 & 27 – October 19, 2017

The CNA Nurse Negotiating Team and Kaiser Permanente continued negotiations on Wednesday and Thursday. The discussions resulted in two tentative agreements and an important discussion about the role that RNs/NP have in ensuring a healthy and safe work environment for themselves and their patients.

Health and Safety – Kaiser provided a counter to CNA’s health and safety proposal that restricts their participation in health and safety programs to monthly meetings and a quarterly PPC/NQF report and does not acknowledge how nurses are already treated differently than other employees. Kaiser’s proposal does not provide nurses with the dedicated time to meaningfully advance health and safety work in the facility. The failure to recognize the unique skill set of RNs/NPs for research, investigation, and implementation of corrective actions (i.e. the nursing process) is disappointing and hampers Kaiser’s ability to fix serious hazards.

Waivers – The parties reached a tentative agreement on premium pay waivers that requires Kaiser to keep records of such waiver agreements in either paper or electronic format.

Medical Center and MOB Chart – The parties reached a tentative agreement that updates the chart of medical centers, medical office buildings, and satellites. The chart is used to determine bidding rights and eligibility for certain types of premium pay.

Annual Vacation Request Process – CNA also proposed to have an ongoing discussion with Kaiser about the annual vacation bid process, how Kaiser plans to uphold their contractual commitments regarding vacation requests, and how Kaiser can work with nurses to ensure sufficient time off. Kaiser has yet to respond.