Tentative Agreements on Education / Training & RN/NP Safety Representatives

Bargaining Update #33 & 34 – Nov. 30, 2017

Over the last two bargaining sessions, important progress was achieved on two proposals that had taken a substantial amount of bargaining table time. The Parties agreed that Kaiser will initiate annual surveys of all RNs/NPs by unit on their education/training needs. The survey results, which will be discussed in the Professional Performance Committee (PPC) / Nurse Quality Forum (NQF), will determine which training priorities would be included for RNs/NPs. CNA continues our commitment to ensure that RNs/NPs receive the education and training they require to safely care for their patients in every setting.

CNA and Kaiser also agreed to health and safety training for 50 RNs/NPs that will include identification and resolution of safety issues and how RNs/NPs will participate in the existing Safety committees in hospitals, clinics, call centers, and home health/hospice. Moreover, any RN/NP will be able to propose safety projects which they will be able to access funding, including paid release time, after formal approval.

CNA has proposed a resolution of the dispute over electronic posting of one and five day bids. Kaiser today made a counter proposal which we will address at our next bargaining session. Soon thereafter CNA will address Kaiser’s proposal to replace GRASP with EPIC Acuity, while making clear that CNA’s multiple proposals for staffing enhancements in all settings must be seriously considered in order to make further progress.

CNA continues to reiterate that our top bargaining priorities are elimination of Kaiser’s proposed divisive, two-tier wage structure, the integration of the PCCs in our Master Agreement, specific benefit improvements, and the staffing improvements noted above. The next bargaining session will be held on December 5th.