Federal Labor Board Orders Kaiser to Bargain with CNA over Patient Care Coordinators

Nurse Alert - December 22, 2017

The National Labor Relations Board (NLRB) recently issued a significant decision regarding Kaiser Permanente’s refusal to bargain with CNA over the Patient Care Coordinators. In their order, the NLRB reaffirmed that CNA is the “exclusive collective bargaining representative” of the Patient Care Coordinators and determined that Kaiser committed an unfair labor practice, i.e. violated federal labor law, by its “unlawful failure and refusal to bargain with the Union.”

As a result of these findings, the NLRB ordered Kaiser to do the following:

1) Bargain with CNA, upon request, over the terms and conditions of employment of the Patient Care Coordinators as part of Master Contract negotiations.

2) Stop interfering with the rights of Patient Care Coordinators to join a union, bargain collectively, and engage in protected, concerted activity.

CNA welcomes this decision and has notified Kaiser of our intent to bargain over the Patient Care Coordinators when we return to negotiations on January 16th. While it is our expectation that Kaiser will comply with federal government’s order, Kaiser could force this issue into federal appeals court in a last-ditch attempt to subvert the democratic vote of the Patient Care Coordinators to join CNA.