Federal Government Affirms PCCs Have Right to Engage in CNA Actions
Kaiser Cannot Interfere with PCCs’ Union Rights

December 8, 2017 - Earlier this year, Kaiser Continuum of Care Service Director Maggie Williams told several Patient Care Coordinators (PCCs) at Kaiser SF and South SF that they were not permitted to distribute CNA flyers and wear CNA buttons at work. Knowing that this type of behavior by management is illegal and a violation of our rights to engage in union activity, PCC nurse leaders filed Unfair Labor Practice charges with the National Labor Relations Board (NLRB).

The NLRB found merit to the Unfair Labor Practice charges, which compelled Kaiser to enter into a settlement agreement. As part of the settlement, Kaiser agreed that it will NOT infringe on the right of PCCs to engage in union activities, such as wearing buttons, distributing flyers, signing petitions, and attending union meetings. Kaiser is also required to post notices informing PCCs of their union rights.

This is a significant victory for PCCs in our ongoing fight to demand that Kaiser stop its union-busting tactics and recognize the right of PCCs to join with the 18,000 Kaiser RNs/NPs as part of the Master CNA/Kaiser contract.