We are excited to announce that CNA has reached a tentative agreement with Kaiser Permanente and that our Bargaining Team is recommending ratification of the agreement. After nine months of negotiations, we have achieved an excellent contract that protects our patients, profession, and communities.

- **LONG-TERM AGREEMENT** - Five year agreement that fully protects our wages, benefits, and contract standards.
- **NO BENEFIT TAKEAWAYS OR REDUCTIONS** - Complete protection of our pension and medical benefits for current and retired RNs/NPs. Improvements to dental and education benefits.
- **MAINTAINED ONE WAGE SCALE FOR ALL RNs/NPs** - Defeated Kaiser’s divisive, four-tier geographic wage proposal. Secured a 12% wage increase and 3% lump sum over five years.
- **INCLUSION OF THE PATIENT CARE COORDINATOR RNs** - Addition of 600 PCC RNs into our Master Contract.
- **STAFFING ENHANCEMENTS** - Won 150 FTEs of Campus Support Nurse positions. 106 positions shall be posted within 90 days of contract ratification.
- **NUMEROUS ADDITIONAL IMPROVEMENTS**

**Ratification Meetings**

We encourage all nurses to attend ratification meetings beginning Monday, March 26 to get details of the agreement and vote on the tentative agreement. Within the next few days, we will issue the schedule of meetings to take place at each Medical Center that will be calendared through mid-April.