A Slap in the Face

After Making $3.8 Billion in Profits in 9 Months, Kaiser Proposes Divisive, Two-Tier Wages for Current Nurses

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In our 31st bargaining session, Kaiser Permanente proposed a divisive, two-tier wage structure for current nurses that would mean lower wage scales for all current nurses outside the Bay Area. This proposal is on top of Kaiser’s previous proposal to reduce wages by up to 20% for new nurses outside the Bay Area. Make no mistake, this is an attack on the principle of equal pay for equal work and an attack on the unity and power of the 18,000 CNA RNs/NPs.

At a time when Kaiser is making more money than ever, earning $3.8 billion in profits in the first 9 months of 2017, the proposals by Kaiser executives to pit current nurses against new nurses and Bay Area nurses against Sacramento and Central Valley nurses is disgusting and unacceptable.

Kaiser’s divisive, two-tier proposal for current nurses is a 0% wage increase with a 2% lump sum for Sacramento and Central Valley nurses and a 2% wage increase for Bay Area nurses in 2018, 2019, and 2020.

Kaiser is sending a clear message that it believes nurses and patients in Sacramento and the Central Valley are worth less than nurses and patients in the Bay Area. The CNA Bargaining Team is committed to equal pay for equal work, and a single standard of care for all our patients, regardless of where they live. We will not go backwards.

After receiving Kaiser’s offensive proposal, we returned to the bargaining table to demand that Kaiser respond to the numerous patient care and staffing proposals that we have put forward. Kaiser continued to have no meaningful response to our proposals to enhance staffing, saying that they were economic proposals.