**Cognitive Dissonance**

Bargaining Update #2 – July 20, 2017

Our second bargaining session provided Kaiser an opportunity to provide opening comments. Kaiser’s designated speakers presented a particularly positive overview of their worldview, that is how committed they are to “providing the right care at the right place at the right time.” They spoke of their superior care and the awards they have won and their intention reach a successful agreement.

CNA agreed with the desire to reach a successful agreement, but the cognitive dissonance created by the disparity between the Kaiser characterization of the Kaiser nursing experience and our RNs/NPs experience as reported in nearly 2 ½ hours of testimony regarding short staffing and heroic nursing efforts under the most difficult conditions during the first day of bargaining, made CNA question whether Kaiser actually heard our testimonials.

**UNION BUSTING**

The second significant discussion encompassed CNA’s charge that KP was engaging in Union Busting behavior by challenging the National Labor Relations Board certification of the 550 Patient Care Coordinators as belonging in the Master Contract with our 17,000 RNs/NPs. We read a letter from the California State Federation of Labor representing over 2.1 million union members charging Kaiser with employing Union Busting tactics and imploring Kaiser to cease and desist, and accept the PCCs into the CNA Master Contract.

**CNA PROPOSALS**

CNA introduced 2 proposals:

1) A four-year duration for the contract

2) An increase of Quality Liaisons from 38 to 40, to incorporate our new Patient Care Coordinators

Our next bargaining session is scheduled for Tuesday, July 25.