Recognizing Nurses’ Contributions
Bargaining Update #3 – July 25, 2017

At our third bargaining session, CNA reiterated the importance of using the bargaining process to work together to improve patient care. This is exemplified by CNA’s proposal to establish nurse-led subcommittees during bargaining that would be tasked with strengthening nursing practice and improving nurse satisfaction in Home Health/Hospice, at Call Centers, and among Nurse Practitioners. Kaiser has not yet agreed to the creation of these nurse-led subcommittees, however CNA remains optimistic that Kaiser will see the value of giving full voice to their RNs and NPs to correct issues and enhance their practice in an expedited format.

While improving care and strengthening practice remain our top priorities, CNA also introduced three proposals to restore health insurance benefits, enhance benefits for dental care and education funding. These proposals seek to recognize nurses’ significant contributions and sacrifices towards Kaiser’s continued success.

In addition, Kaiser made a proposal to change the obligations of per diems regarding vacation coverage. CNA asked several questions about the need for the proposal, which Kaiser was not able to answer adequately. CNA will follow up with an information request. Our initial assessment is that Kaiser’s proposal would disadvantage per diem employees.

The Rumor Mill
Scab/strike replacement RN agencies have notified Kaiser nurses of an anticipated strike in Northern California beginning at the end of August. We know definitively that no strike replacement agency begins recruitment without being noticed by an employer. This is not an accident, especially as CNA has discussed the potential to extend bargaining into September. Remember to always consult with your CNA Nurse Negotiators or CNA facility leaders to learn the truth about bargaining.

Our next bargaining session is scheduled for Thursday, July 27.