Two Different Views of Workplace Safety
Bargaining Update #4 – July 27, 2017

At the fourth bargaining session, CNA and Kaiser discussed the critical need to reduce workplace violence. Kaiser began with a presentation about the company’s efforts at the national and regional level. Kaiser focused on how to safely respond to an active shooter, the development of awareness cards, and measures it has taken to improve signage, fix lighting, and integrate its reporting systems.

CNA’s presentation provided the perspective of bedside nurses. We discussed how the epidemic of workplace violence is endangering the wellbeing of RN/NPs and other healthcare workers. CNA highlighted that Kaiser is obligated under new Cal/OSHA regulations to address unsafe staffing as a critical risk factor in workplace violence and ensure sufficient number of trained, available security personnel.

In the afternoon, CNA Nurse Negotiators made a presentation to Kaiser on the need for an annual, paid, 8-hour skills day at every facility. Nurses stressed that successful skills days have hands on training, demonstration/return demonstration, involvement of Staff Nurse 3/4s, and sufficient time for policy review.

As Pascal Wilburn, RN stated, “Hands on training with return demonstration is the only way nurses can maintain their specialized skills. Patients will be cared for by knowledgeable and experienced nurses that will have the ability to decrease the potential for infection or harm.”

CNA submitted an information request regarding Kaiser’s proposal to change the obligations of per diems regarding vacation coverage. Lastly, the Union made a proposal to eliminate Appendices and Side Letters that are outdated or no longer relevant. Kaiser had no proposals today.

Our next bargaining session is scheduled for Tuesday, August 1.