Nurses’ Priorities: Hands-On Training to Improve Patient Care & Nursing Practice

Bargaining Update #5 – Aug. 1, 2017

Today, the CNA Bargaining Team presented a proposal to improve nurse training and education at Kaiser Permanente by establishing Annual Skills Days that would provide RNs/NPs in all nursing areas at least a full-day dedicated to hands-on training and at least a half-day for policy review.

The proposal builds on presentations made last week by CNA Nurse Negotiators about how patient outcomes and nurse professional practice can be improved by creating consistent, effective training programs across Northern California.

Kaiser management asked a few questions about our Skills Day proposal but has not yet given a formal response.

Kaiser’s Priorities: Standardized Uniforms

In the afternoon session, Kaiser made a proposal that would allow them to require that all RNs/NPs wear standardized uniforms. Kaiser executives stated that standardized uniforms would enhance nurses’ “professional image” and “improve the care experience.”

CNA believes that the best way for Kaiser to recognize RNs/NPs as professional caregivers is to support them in carrying out their actual patient care duties. This is accomplished by Kaiser meaningfully addressing nurses’ staffing concerns, respecting their clinical judgement, and improving training practices.

Our next bargaining session is scheduled for Thursday, August 3.