Kaiser Rejects Restoring Fully Paid Retiree Medical Benefits

Bargaining Update #11 – August 22, 2017

At our eleventh bargaining session, CNA made a proposal to ensure that Kaiser provides sufficient resources and support for nurses who experience domestic violence. Our proposal builds on existing Kaiser policy, with the addition of a separate paid leave bank and access to unpaid leave if necessary.

After only one bargaining session, Kaiser rejected CNA’s proposal for the restoration of retiree health benefits to the pre-2017 level. Kaiser stated that the benefits of CNA RN/NPs are, “Already very rich” and indicated they are only interested in further reductions of this benefit.

This quick and flippant response demonstrates a lack of consideration for nurses’ contributions to Kaiser’s significant financial success these last few years. CNA believes that all nurses, but especially those who have worked for Kaiser for decades, deserve a strong and secure retiree medical benefit.

Kaiser also put forward a proposal that would weaken nurses’ bidding rights and legitimize a flawed electronic bidding process that was implemented several years ago. Some of the problems we identified with electronic bidding are numerous examples of external candidates being selected over qualified internal candidates and nurses being inappropriately disqualified for positions due to a flawed pre-screening process. Kaiser stated nurses were trained on the electronic bidding system. However, when polled, not one CNA bargaining team member reported that they had received training on electronic bidding that supposedly happened in 2013 and that Kaiser again promised 6 months ago.

Our next bargaining session will take place on Thursday, August 24.