Kaiser’s Idea for Improved Patient Care:
More Floating & More Flexibility
Bargaining Update #6 – Aug. 3, 2017

In our sixth bargaining session, the CNA Bargaining Team put forward two proposals to improve staffing by increasing the resources dedicated to the proper functioning of GRASP. CNA proposed to expand the number of GRASP Educators from 13 to 21 and to ensure that nurses from all shifts are represented on Facility GRASP committees.

CNA also made a proposal to fix a problem in Kaiser’s implementation of the 1.25% 401(k) match agreed to in 2014. The proposal would ensure that RN/NPs would receive the full 1.25% match as long as they made at least a 2% contribution to their 401(k) during the calendar year.

While Kaiser stated their desire for nurse-to-nurse conversations during negotiations, today they rejected CNA’s proposal to establish nurse-led subcommittees that would have been tasked with strengthening nursing practice in Home Health/Hospice, at Call Centers, and among Nurse Practitioners. CNA will put these important issues forward at the main bargaining table.

Kaiser provided a floating proposal which has the potential to create additional obligations for more nurses despite their description of the proposal as merely a clarification. Kaiser made two additional proposals regarding premium pay waivers and reporting pay, which the Bargaining Team is reviewing.

Our next bargaining session is scheduled for Tuesday, August 8.