Kaiser Fails to Understand the Importance of Skills Days

Bargaining Update #14 – August 31, 2017

At our fourteenth bargaining session, Kaiser made a disappointing Skills Day counter-proposal that failed to substantively respond to the primary training-related concerns that nurses have. What CNA RN/NPs are seeking is a guarantee that Kaiser will provide regular opportunities for hands-on training with skill stations and return demonstrations. While this occurs in a few areas, it is not a standard practice across the region and across the continuum. This is what’s needed for nurses to provide safe patient care.

In addition, CNA presented two proposals to improve RN/NP staffing in the Medical Centers and Medical Offices. The first proposal would ensure a dedicated break relief nurse in all inpatient units and the Emergency Department and guarantee that a break relief nurse would not be assigned to provide breaks for more than four nurses plus themselves. Bargaining Team members eloquently described how the current break relief system in many areas provides no time for NKE, donning and doffing, and no accommodation for the daily realities nurses face attempting to provide safe patient care.

A high priority for the CNA Bargaining Team is to ensure the continued presence of RN/NPs in the outpatient clinics. CNA presented a proposal today that would require Kaiser to post an equivalent RN/NP position when a RN/NP position is vacated. This proposal does not preclude Kaiser from adding more RN/NP positions in the outpatient setting when needed. As one Bargaining Team member stated, “Kaiser clinics today are inundated with more previously undiagnosed, untreated, and acutely symptomatic patients.”

Our next bargaining session will take place on Tuesday, September 5.

BARGAINING TEAM
Amy Arlund, Fresno
Jacqueline Bittner, Modesto
Shauna Braun, Redwood City
Deborah Burger, Santa Rosa
Joseph Catindig, Vallejo
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Zenei Cortez, South SF
William Flinn, Roseville
Elsia Garcia, Vacaville
Colleen Gibbons, San Rafael
Sarah Johnson, Santa Clara
Janet Kinney, Martinez
Diane Koorsones, South SF
Cyndi Krahne, Santa Rosa
Lilian Martinez, Richmond/Pinole
Diane McClure, South Sac
Ashley Moore, Walnut Creek
Michelle Oyarzo, San Leandro
Rachel Phillips, Novato
Tina Reaves, Manteca
Monica Rizo, Antioch
Katy Roemer, Oakland
Mary Roth, Vallejo AACC
Ruth Seifert, San Jose
Lyn Tirona, Sacramento
Dolores Trujillo, Roseville
Michelle Vo, Fremont
Pascal Wilburn, San Francisco

TAKE ACTION
Safe Staffing Rallies on Monday, Sept. 18
Nurses will hold rallies on the need for safe staffing in all care settings. Contact your Nurse Rep or Labor Rep for more details.