Kaiser Must Increase Staffing to Improve Patient Care
Bargaining Update #18 – September 14, 2017

At our eighteenth bargaining session, the CNA Bargaining Team made four significant proposals to improve patient care at Kaiser Permanente.

1) **Reinstate Charge Nurses** – CNA proposed that Kaiser re-establish Charge Nurse positions in inpatient units and Emergency Departments to provide effective and cooperative staffing decisions for improved patient care. As one Nurse Negotiator recalled, “When we had charge nurses on our units, we had someone we could go to for assistance, a person who knew exactly what was going on in the unit and could advocate for additional resources when necessary.”

2) **Add Training Positions** – To address chronic staffing shortages in certain departments and increase the ability of current Kaiser nurses to make lateral transfers, CNA proposed that Kaiser create a training position for any position that has not been filled after being posted externally for 30 days.

3) **Enhance Staffing in Home Health** – CNA proposed enhancements to the staffing guidelines that Home Health RNs use to determine safe patient assignments.

4) **Improve Oversight of AACC Technology** – To improve the delivery of patient care and support a professional RN practice environment, CNA proposed a regional committee of Call Center Nurses that would provide oversight and review of AACC technology, including the phone system and KPATHS.

Our next bargaining session will take place on Tuesday, September 26.

**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.