CNA Nurses Call for Increased Staffing at Kaiser Hospitals

Bargaining Update #15 – September 5, 2017

At our fifteenth bargaining session, the CNA Bargaining Team proposed to enhance inpatient staffing by adding 75 FTEs of Out of the Count RNs at Kaiser Medical Centers. CNA Nurse Negotiators gave compelling presentations on how an "extra pair of hands" would lead to more effective and efficient patient care. Nurse Negotiators brought to light the daily challenges of nurses who are being asked to care for increasingly complex, higher acuity patients on units with lower staffing ratios. Out of the Count RNs would be new positions that are added over and above the current RN staffing levels at each Medical Center.

In addition, Kaiser made a proposal to replace GRASP, the current patient classification system, with EPIC Acuity. Kaiser proposed that the participation of CNA nurses in this process be limited to a joint committee, made up of RNs from each Medical Center, who would only be able to provide advice and feedback. Kaiser’s proposal is designed to remove the important issue of GRASP, EPIC Acuity, and a patient classification system from the collective bargaining process. Instead, Kaiser would like CNA to agree to put this issue in a Kaiser controlled committee where bedside nurses would have limited power and influence, hindering our ability to ensure that EPIC Acuity meets nurses’ staffing needs.

Our next bargaining session will take place on Thursday, September 7.