



KP NCAL CRNA BARGAINING

UPDATE #6: SEPTEMBER 5, 2024

Our UNAC/UHCP CRNA bargaining team met with Kaiser Permanente management for the sixth time on **Thursday, September 5, 2024** in San Jose to discuss the following topics:

- **Association representation:** Our team proposed stronger protections for members' rights through representation.
- **New hire orientation:** We advocated for union involvement in the orientation for new CRNAs,
- **Food vending:** We expressed concern about the inadequate and unhealthy food options available to CRNAs working late shifts as it creates an unfair disparity compared to other professions.
- **Management rights:** We objected to management's proposal, which would erode members' rights and terms of employment. Our counterproposal aims to protect these rights and prevent unilateral changes.
- **Reduction in force:** Management outlined a potential process for layoffs in the event of reductions in force.
- **Job posting:** Management's proposal lacked a clear and fair process for internal candidates applying for positions and transfers.
- **Advance Hire Criteria:** Potentially postponing discussion until economic issues are discussed.



BARGAINING DATES

September 11: **Oakland**
 September 19: **Sacramento**
 September 26: **Oakland**
 October 3: **San Jose**



BARGAINING DEBRIEFS

Join us on **Tuesday, October 2 at 7:30 PM PST** to discuss on our ongoing bargaining efforts. Register at: unacuhcp.org/CRNA-CHAT

While conversation continue on some issues, negotiations remain ongoing. Our team remains committed to a fair contract and the interest-based bargaining process, but management's actions continue to prioritize their own interests at the expense of the rights of CRNAs. We'll keep you informed of our progress.

