

BARGAINING UPDATE #8

March 25,
2021

NORTHERN CALIFORNIA REHAB THERAPISTS



Blue Team

Green Team

Additional Agreements Reached

Our **Green Bargaining Team** met with Kaiser management on **Tuesday, March 23, 2021**, to continue negotiating our contract. We reached three pre-tentative agreements on:

- 1. Courtesy:** Ensures management and labor treat each other with mutual respect.
- 2. Savings Clause:** If future changes in the law impact any part of the agreement, the rest of the agreement is unaffected.
- 3. Education Leave:**
 - Secures the accrual rate of 40 hours prorated per year that can carry over for 4 years;
 - Allows education leave to be used on working days or days off and clarifies the practice for taking in-person and virtual classes;
 - Includes an agreement on Tuition Reimbursement; and
 - Ensures that mandatory training is considered work time.

Further, we started outlining a grievance and arbitration procedure - the process used to resolve any contract interpretation issues. The team has also started preparing for discussion on performance evaluations.

The **Blue Team** negotiates next week on **Tuesday, March 30, 2021**. The **Green Team** will meet with KP management again on **Tuesday, April 6, 2021**.

Stay tuned for more updates!

Upcoming Bargaining Dates

March 30

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	1	2 DONE	3	4	5	6
7	8	9 DONE	10	11	12	13
14	15	16 DONE	17	18 DONE	19	20
21	22	23 DONE	24	25	26	27
28	29	30 BLUE TEAM	31	1	2	3

April 6, 13, and 27

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6 GREEN TEAM	7	8	9	10
11	12	13 BLUE TEAM	14	15	16	17
18	19	20	21	22	23	24
25	26	27 FULL TEAM	28	29	30	1

RECEIVE BARGAINING UPDATES

If any of your colleagues are not receiving our bargaining update emails, they can sign up here:

unacuhcp.org/ncal-update