



# KP HEALTH CARE PROFESSIONALS BARGAINING UPDATE #9

## MARCH 6, 2023

Our UNAC/UHCP bargaining team met again on Monday, February 27 and Friday, March 3 with Kaiser Management to move closer to reaching our first contract. At the table, we had substantial and collaborative discussions on Meals and Breaks and Membership.

Additionally, our bargaining team reached TAs on:

- **Grievance and Arbitration Procedure:**  
Outlines a clear and fair process of how members document and resolve workplace issues and complaints.
- **Mediation:**  
Defines a procedures that allows members to discuss, deescalate and resolve conflicts.
- **Health Care Professional Status:**  
Describes the criteria for a health care professional to be considered a full-time, part-time, temporary, per-diem or Clinical Fellowship Year Employees.
- **Strikes and Lockout:**  
Agrees that disputes between management and members will be settled through the grievance and arbitration process. Also, it provides the right to strike when the contract expires.
- **Recognition and Coverage:**  
States which health care professionals are covered under the contract.
- **Seniority:**  
Defines seniority, when it is lost and how service credit for benefit purposes is calculated.



### BARGAINING DATES

March 10, 20, and 23  
April 3, 10, 11, and 17

### UNACUHCP.ORG/KPHCPs

Visit our KP HCPs website to stay up-to-date on all information regarding bargaining.



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