

TUNE IN: SEPTEMBER 11 & 12: NATIONAL BARGAINING VIRTUAL TOWN HALLS

Join us at the next
CAT National
Bargaining
Virtual Town Hall
on **Thursday,
September 11, at
6:00 PM 8:30 PM
(PST)** and **Friday,
September 12, at
7 AM (PST)**. Scan
the QR code to
register today!



SCAN ME

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SCAN ME

UNITED IN SOLIDARITY — HOLDING KAISER ACCOUNTABLE

1. Over 200 UNITEHERE Local 5 and HNHP members rallied and walked in solidarity last week at Kaiser Moanalua and in Maui with one clear message: “We are all ready to WIN the fair contract we deserve!”
2. During Monday night’s labor caucus, Alliance Executive Director and Chief Negotiator Hal Ruddick called out Kaiser’s insulting counter to our wage proposal, **a one-time 1% 401K contribution**. AFSCME President Lee Saunders, who joined Monday night’s labor caucus as a special guest, fired up CIC negotiators and observers with a powerful reminder of union strength: “We are in this fight with you every single day, until you win. That’s what UNION is all about!”
3. On Tuesday, during the opening session of National Bargaining, over 500 CIC members, SME’s and observers packed the room in their union shirts and swag for Solidarity Tuesday, showing Kaiser that Alliance unions are fired up, powerful, and united.

STAFFING AND PATIENT CARE

The Staffing and Patient Care subgroup focused on final deliverables – scheduling and staffing templates that create a transparent process to minimize conflicts, improve patient satisfaction, and ensure labor has a real voice in scheduling.

Despite hours of discussions, management would not agree to joint recommendations. Instead, they pointed to a single sentence buried in the contract and rejected any role for the union in scheduling. Management also showed no interest in measuring staffing. KP’s refusal in both areas has not only stalled progress, but it has also exposed unwillingness to bargain in partnership on issues that directly impact both workers and patients.

The Alliance Bargaining team is holding strong.

“When we say well-being, we need the resources and time needed to give patients the care they deserve.” - Douglas Wong, CIC Member, PA in Neurology

PARTNERSHIP EFFECTIVENESS

The Partnership Effectiveness subgroup focused on strengthening both UBTs and LMP Learning to make sure partnership is real, effective, and measurable in practice. Draft recommendations include:

UBT

- » Expand the way UBT performance is assessed to include virtual
- » Identified a path to Enhance UBT Tracker Functionality and Efficiency in the future
- » A Sample Agenda to guide UBT meetings and ensure key topics are covered

LMP Learning

- » Ensuring LMP classes continue to be instructor-led
- » Identified a path to improve tracking and reporting of core LMP class completion.

AI AND TECHNOLOGY

We secured language that reflects a joint commitment to technology that supports quality care and employee work experience and ensures safe and principled use of technology. We also secured language requiring Kaiser to notify unions when new AI monitoring tools are introduced. These are important steps to ensure the union stays informed and involved as technology advances.