

TUNE IN: AUGUST 7 & 8 NATIONAL BARGAINING VIRTUAL TOWN HALLS

Join us at the next CAT National Bargaining Virtual Town Hall on Thursday, August 7, at 8:30 PM or Friday, August 8, at 7 AM. Scan the QR code to register today!



SCAN ME

ALLIANCE KEY INTERESTS

To learn about our Alliance 2025 Key Interests, download the flyer and share it with your coworkers.



SCAN ME

STAFFING AND PATIENT CARE

In the Staffing and Patient Care sub-group, the Alliance continued to advocate for safe staffing for providing quality care and ensuring work/life balance. This week we proposed adding more accountability to our staffing contract language to ensure it is consistently applied across KP.

Proposals include:

- » joint staffing assessments
- » annual training for staffing committees and
- » creating clear processes to address staffing issues across all regions

“Proper staffing is not a luxury, it’s a necessity.” We’re fighting to ensure every patient gets the care they deserve, and every worker has the support they need to deliver that care.”

— **Erika Tapia**, UNAC/UHCP Nursing Professional Practice Manager/CIC member

PARTNERSHIP EFFECTIVENESS

In the Partnership Effectiveness sub-group, we focused on improving accountability and ensuring UBT members get timely training in partnership skills.

We are also driving plans to measure the effectiveness of partnership above the unit-based team level and to ensure that the partnership is more than just promises, but drives real, measurable change in our daily work.

Draft recommendations include:

- » More support for **UBT meetings and sponsorship**
- » Measuring the effectiveness of **LMP education and training**
- » Operationalizing **Just Culture** across KP to ensure accountability and fairness are prioritized, and workers can freely speak up

“We’re not just negotiating words; we’re fighting for a partnership that works in practice, ensuring our members are empowered and our agreement is fully implemented to improve care for all.”

— **Shamika Romanak**, UFCW 324, Partnership Effectiveness Co-lead

AI AND TECHNOLOGY

As KP continues to adopt AI, it’s essential that Alliance unions play a central role from the very beginning. We want to ensure that AI improves care without sacrificing jobs or quality. At this session we focused on the core issue of including labor in decision making, implementation, and evaluation of AI and technology at KP.

“AI will change healthcare. The question is whether we ensure it’s better for patients and workers. Alliance Unions will be at the table from the start, making sure that AI and technology serves workers and patients, not the other way around.”

— **Dolores Hunsaker**, Interim Vice President USW Local 7600