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SCAN ME

NORCAL UNAC/UHCP MEMBERS HIT THE STREETS!

On Monday, September 8, more than 600 UNAC/UHCP Nurse Anesthetists and Nurse Midwives carried out a powerful 1-day strike across Northern California, demanding a contract that addresses unsafe staffing, burnout, and risks to patient care. In a show of absolute unity, 100% of the Nurse Anesthetists and Nurse Midwives walked out — joined by hundreds of Physician Assistants who struck in sympathy.



STAFFING AND PATIENT CARE

The Staffing and Patient Care subgroup has made minimal progress. Labor accepted management's counter language on measuring partnership above the UBT level, shifting from "will include" to "will consider measuring effectiveness." However, Kaiser still refuses to move on critical scheduling and template language that would give Alliance frontline workers a real voice in decisions affecting patient care.

Despite powerful stories from Alliance members about the harm poor scheduling causes, without proper input management would not budge. When UNAC/UHCP's Peter Sidhu, UNAC/UHCP Executive Vice President, RN asked, "What damage does our language do?" management had no answer.

KP's refusal to find a compromise once again raises the question: Are they truly bargaining in partnership? The Alliance bargaining team remains strong and unwavering in its demand for real solutions that value Alliance members' skill, experience, and input.

"We've been patient, we've shared solutions, and still Kaiser refuses to act. Partnership is supposed to mean progress, but right now Kaiser is the one holding it back."

- Joshua Holt, OFNHP Treasurer

PARTNERSHIP EFFECTIVENESS

Over 5 sessions, we made important progress on partnership effectiveness subgroup. We won significant improvements that will strengthen our partnership, through accountability measures, improved consistency, and support tools. Partnership training has been improved. Together, these steps mark real progress toward making partnership both measurable and meaningful.

AI AND TECHNOLOGY

To address future developments in AI and technology, we won important protections that bring workers' voices to the table. Employee voices are essential to the successful adoption of new technology. We established a new National AI & Technology Task Force to bring labor into discussions early, promote workforce engagement in the development, adoption, and rollout of AI and technology, and ensure workers have the training and skills needed as technology evolves. We also secured strong language to protect clinical judgment and professional expertise, as well as the ability to intervene in AI recommendations regarding patient care. Kaiser must now notify unions when new AI tools are introduced to monitor employees' performance. These are historic firsts, ensuring that technology improves patient care and the employee work experience.