



Our UNANC bargaining team preparing to deliver the petition.

UNITED NURSE ANESTHETISTS OF NORTHERN CALIFORNIA BARGAINING

UPDATE #14: DECEMBER 11, 2024

Today, **Wednesday, December 11**, our UNANC bargaining team met with Kaiser management to continue contract negotiations.

Our team began the session by presenting a proposal on **Reduction in Force**. We then delivered a powerful message: **Kaiser Permanente must stop bargaining in bad faith.**

With over 300 signatures from CRNA colleagues from across the NCAL region, our bargaining team delivered a petition to management demanding they stop bargaining in bad faith, particularly addressing the unfair treatment of our colleagues at San Leandro.

The day ended abruptly when management left the bargaining session while our team was presenting the petition and sharing comments from our colleagues.

Watch the petition delivery on the @CRNAunited Instagram account. You can also view the first page of the petition here.

We will continue to provide updates as negotiations progress. **Please join us at the next bargaining session.**



BARGAINING DATES

December 18: **Sacramento**
 January 9: **Oakland**
 January 14 & 15: **San Jose**



UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals
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Via Hand Delivery 12/11/2024
 Perry Sales,
 Regional Chief CRNA;

Steve Pitocchi,
 Senior Labor Relations Consultant;

308 people have signed a petition on Action Network demanding Kaiser Leadership to Stop Bargaining in Bad Faith.

Here is the petition they signed:

We, the members of UNAC and UNAC/UHCP, provide high-quality, safe and affordable patient care as Certified Registered Nurse Anesthetists (CRNAs). In October 2023, we formed our union to ensure our voices, and those of our patients, are heard. Since forming our Union, Kaiser Permanente leadership has persistently attempted to undermine our decision to form a Union.

Recently, this pattern has continued with incidents of bad faith bargaining, direct dealing, and unilateral changes to CRNA working conditions in San Leandro. Initially, we agreed to work with local management to address temporary changes related to a new flooring project, with the understanding that issues could be brought to the main bargaining table if necessary.

On August 26th, we discussed these changes with management, then proposed adjustments on September 25th based on input from San Leandro CRNAs. The employer's counterproposal on September 30th, however, failed to address the impacts on CRNAs, prompting us to move discussions to the main bargaining table. On October 4th, despite our willingness to negotiate, the employer threatened to unilaterally release a new schedule on October 7th, leading us to issue a cease-and-desist order.

After another round of negotiations on October 11th, the employer informed us that if we didn't meet their demands, they would implement the schedule on October 14th. Consequently, Perry Sales began direct dealing with members, undermining the Union bargaining team and members rights to a good faith process. The employer then released the schedule with unilateral changes, causing a dramatic shift in CRNAs schedules.

Kaiser Permanente leadership should be the model of ethical behaviors and treat CRNAs with the respect and courtesy we deserve. We remain committed to standing up for fair treatment and safe working conditions that enable us to deliver the best care possible.

We the undersigned, call on Perry Sales and Kaiser Permanente leadership to stop the bad faith bargaining, unilateral changes, direct dealing and immediately return to status quo; to bargain with the Union and our elected representatives in good faith; and to stop with the devaluing of our profession and the care we provide our patients.