



HAPPY HOLIDAYS

UNITED NURSE ANESTHETISTS OF NORTHERN CALIFORNIA BARGAINING

UPDATE #15: DECEMBER 19, 2024

At our bargaining session on **Wednesday, December 18**, we were joined by 10 CRNAs - an impressive showing. Unfortunately, management delayed the start of bargaining to 1:30 PM.

When discussions finally began, Kaiser criticized our recent petition delivery, claiming it was unprofessional and violated partnership values. We countered that partnership is reciprocal, and their actions like unilateral implementation and bad faith bargaining are unacceptable as well as illegal. We emphasized that Kaiser hasn't been bargaining in our best interest and challenged them to prove us wrong by engaging in meaningful negotiations.

We presented proposals on **Probation** and **Per Diem Availability** before Kaiser caucused. They then presented their initial **Probation** proposal, and we responded with a counterproposal on **New Employee Orientation**.

As this was our final session of the year, we want to provide an update on our progress:

- **Tentative Agreements (TAs):** 2
- **Responses owed to Kaiser from UNAC/UHCP:** 5 (plus 3 proposals held back for their economic impacts)
- **Responses owed to the UNAC/UHCP from Kaiser:** 11 (none of which are economic proposals)

Your unwavering support and solidarity throughout the year have been truly remarkable. We wish you a joyful holiday season and look forward to resuming bargaining in 2025.



BARGAINING DATES

January 9: **Oakland**
January 14 & 15: **San Jose**
January 23: **Oakland**

