

Town Hall 8/26/2025 (Next scheduled Town Hall September 17, 2025)

Approximately 179 people logged in (this includes the bargaining team).

I. Tentative Agreements

- Courtesy
- Conformity to Law
- Performance Evaluation
- Non-Discrimination
- Corrective Action
- Grievance and Arbitration
- Seniority
- Probation
- Reduction in Force
- Union Representation
- Safety and Health
- Recognition and Coverage
- New Employee Orientation
- Per Diem Commitment
- Membership
- Management Rights
- Telecommuting
- Confidentiality of Records
- Job Bidding and Filling
- Education

II. Outstanding Priorities (Priorities UPAC is working towards)

- PA Professional Practice – Forum for PA voice, enhance education benefits reflective of our high education requirements.
- Hours of Work and Scheduling – Work/Life balance, overtime, pay protection, consistent expectations for a work day.
- Paid Time Off – Increased PTO, earlier access to ESL hours, agreed upon process.
- Lactation article – Provides private location, protects time and pay for lactating PAs.

III. UPAC non-negotiables (Take-aways the BT will not accept)

- Compensation – PA pay that reflects the value and care we provide
- Health and Welfare Benefits – KP proposal to eliminate flex benefit options and replace with higher co-pay medical plan
- Retirement Benefits – KP proposal to cut pension multiplier to 1.45 and replace Plan 2 401(k) 7%/10% contribution with 1.25% 401(k) match

IV. You Have Two Choices

- Take Action!
 - i. Sign the pledge – let the team and KP know you will not stand for take-aways!
 - ii. Be ready if bargaining team calls for strike authorization

- Do nothing and accept what the employer is offering

V. CRNA and CNM update

- Wage proposals with 1% increase (CRNA) to 10% decrease (CNM) from current pay
- Same reduction in Health and Welfare and Retirement benefits
- Overwhelmingly authorized their bargaining teams to call for a strike if needed – resulting in KP withdrawing wage proposals
- Bargaining this week and will proceed based on their progress at the table

VI. Alliance National Bargaining

- a. National agreement covers all KP regions
- b. About 20 unions represented (60k members)
- c. Alliance bargains a national contract with KP, which acts as an addendum to the local contracts
- d. Current Alliance National Agreement expires Sept 30, 2025 (ongoing since May)

VII. Questions

1. **Question:** Are we trying to keep our current benefits and trying to increase our wages to match NPs?
 - Essentially, yes (because, why not?)
2. **Question:** Do you know your strike power regarding the Unity Pledge? Comment about how UPAC is promoting unity and power, but the PAs do not appear united.
 - BT: I understand there is some confusion as to how we landed here, but we are asking people to send a message to Kaiser because there is a lot more than status that we are fighting for.
 - Comment about the process not being transparent. This was challenged by the BT as being “not true.”
 - Several opinions exist regarding this.
3. Unity Pledge and Strike Assessment clarified.
 - BT: If a strike assessment is pursued, notifications and an official vote through a third-party vendor will take place.
4. **Question:** Is it being addressed that NPs are hired preferentially over PAs.
 - BT: Yes, that is a topic being addressed.
5. **Question** posed about the strike assessment previously highlighted in a CAT meeting. The strike assessment listed 4 options. Voters are to choose 1. A) Willing to strike and willing to assess other coworker’s willingness to strike. B) Willing to strike. C)

- Undecided. D) Unwilling to strike, even if it means taking concessions. The question was about the assessment being biased and not reaching those who are not undecided and those who are unwilling to strike and unwilling to accept concessions (meaning they will vote down a contract), and whether they want to add that question so they know where people lie.
- Unfortunately, the question was not fully understood, but they did comment that the strike assessment is the final stage of a ratcheting-up process.
6. **Question** regarding the recent email from NorCal leadership regarding clocking in and clocking out, and if Kaiser can require us to clock in and clock out regardless of our status.
- BT: Yes, they can.
7. **Question:** How will telecommuting work?
- BT: It is part of the TA but they cannot share the details until the contract is ready to ratify
 - Goal is to protect and preserve what we currently have
8. **Question:** What are we willing to give up in process of bargaining?
- BT: No one came to the table expecting to give up anything. What we do not give up depends on how much our members are willing to back us up.
9. Comment stating the change to nonexempt is what we are giving up.
- **Question:** Has there been any talk from the bargaining team about rescinding the proposal of going from salary to hourly.
 - BT: we cannot rescind it because it is Kaiser's proposal
 - Can the BT submit a new proposal to stay salary because we are not seeing any of the other yields we were expecting by agreeing to your terms to go hourly?
 - BT: It remains an open proposal. It is not finalized. Returning to salaried employees remains part of the discussion.
10. **Question:** Do you have a financial or economic advisor with your BT?
- BT: We have a labor economist from the national level present at the local level.
 - BT: Where we land on economic scale, we remain highly cost effective (referring to how an interventional radiologist makes 3x what an PA in IR makes).
 - BT: We want to remain equivocal to our surrounding community and who we share the same space with, to remain competitive.
11. Statement supporting nonexempt. Nursing is not concerned about Kaiser's finances. Person believes way more people want to move to nonexempt. Believes those who are promoting salary are using scare tactics (no mention about the threat that Kaiser can force you to start clocking in and out as also being a scare tactic).
12. **Question:** Will union dues be used for political issues our members will not support?

- BT: Our contributions going to candidates is a voluntary program called a “people program.” It is a general fund that supports both republicans and democrats.
 - BT: There are funds that are “political” where groups go to Sacramento to talk to legislators.
 - A separate discussion with a SoCal PA UNAC/UHCP union representative outside of the Town Hall was pursued for clarification of this. The People Program is separate from union dues. It is an additional \$15 from a person’s check that goes towards UNAC’s political program. That money does not go to any specific candidate (that the resource is aware of). It is used for reimbursement when union members/officials travel to Sacramento to speak with political heads and promote legislature.
 - This is not to be confused with union dues. To work at Kaiser, you must be a member of UNAC, and union dues are required to be in good standing and is a term of employment.
13. Comment supporting the union. Talked about employee protections and the current potential to be fired at any time (yes, potentially as scare tactic, even though this person has been employed at Kaiser for 15 years). Reinforced the frustration of nurses getting a 20% raise versus some PAs receiving 1% raise. Also reinforced idea of PA being a cost savings for a company as his physician colleague makes 3x what he makes.
- He presented a **question** of whether the union as a method for dealing with the “naysayers” who do not want to be a part of a union.
14. **Question:** Was the BT planning to give up some retirement benefits for higher salary and were those already employed at Kaiser going to be grandfathered in?
- BT: Reinforced the “non-negotiables,” stating the BT is not willing to give up ANY of the current retirement benefits.