



Summary of Tentative Agreements: Kaiser Northern CA

Compensation

- 22.5% increases over the 4-year term – The largest annual increase in 20 years
 - 6% effective January 2023
 - 6% effective January 2024
 - 5.25% effective January 2025
 - 5.25% effective January 2026
- \$1000 Ratification Bonus
- Additional 35-year step added to pay scale at 3% effective January 2024
- PCCs added to the clinical ladder
 - PCC III 5% increase above PCC
 - PCC IV 3% increase above PCC III
- Preceptor rate increase to \$3 per hour
- Bilingual rate increase to \$0.75 per hour, added Korean, Filipino, and Armenian
- Payroll Errors must be paid within 72-hours
- Accruals included on pay stubs

Retirement:

- Protected defined benefit pension plan for all eligible nurses
- Increased Sick Leave reimbursement for cash out and pension credit to 60%

Retiree Medical:

- Full retiree medical coverage for eligible retirees and their spouse/domestic partner through life of contract
- NO retiree medical premium contribution for nurses or their spouse/domestic partner for life of the contract
- Increased 2027 Health Reimbursement Account (HRA) to \$15,000, up from \$6200 in previous contract
- Added spouse or domestic partner to HRA
- HRA now available to nurses at over \$30, down from \$80 in previous contract

Medical Benefits:

- Two \$250.00 Employer paid contributions to Flexible Spending Account (FSA), effective 2024 and 2025
- FSA contributions may roll over to next year
- Increased dental coverage to \$2000

Education:

- Increased education and tuition reimbursement to \$3000
- Increased amount available for travel and lodging to \$1000
- Removed book deposit costs from nurses

Staffing:

- Over 2000 new benefitted RN and NP positions covering inpatient and outpatient
 - 1200 New Grad Positions
 - Must be provided with location, shift and FTE at start of employment
 - 400 Specialty Training Positions
 - 300 Float Pool Positions
 - Adds “Voluntary” to other floating assignments
 - Clarifies floating timelines for all nurses new to department
 - 80 Acute Re-entry Positions
 - 80 Outpatient Positions
 - 50 Nurse Practitioner Positions

EPIC Acuity

- Doubled education hours for liaisons and removed limitations to shift
- Added Emergency and Perioperative Nurses to local committees
- Requires validation planning and review with nurse committee
- Notification of changes to Epic in advance of implementation

Acute Staffing Shortage Policy

- Defines acute staffing shortages that trigger escalation
- Includes steps to increase staffing and reduce staff workload on affected unit
- Requires timeframe for report back to affected units
- Requires management steps to address acute staffing shortage
- Requires reporting tool and review with PPC nurses

Meals and Breaks

- Kaiser will make reasonable efforts that
 - Nurses not required to take 15-minute break during first 45 minutes of their shift
 - Nurses not required to take 30-minute break during first 2 hours of their shift
- CNA and Kaiser will meet to explore additional means for providing break relief
- Kaiser commits to develop and implement break relief program within 90 days of meetings

Spoke Support Nurses

- Pilot program to use bargaining unit nurses and replace travelers
- 20 positions in North Valley must include FTE and shift
- Nurses have home facility and may report to other hospitals in North Valley with minimum of two hours' notice
- 10% differential for all compensated hours

Travelers

- Nurses must be provided notice of open temp positions with at least 30-day notice unless there is an internal/external disaster.

New Technology

- Includes modifications to existing technologies
- Kaiser required to provide notice
- Management must reconvene at conclusion of pilot before expanding

Job Protections

- Remote and Hybrid work permitted by with protections against subcontracting for the life of contract
- No new subcontracting Home Health and Hospice work during life of contract

Preceptors

- Reduced assignments for first two weeks, may be extended by mutual agreement
- No floating for preceptors or preceptees

Nurse Practitioner Classifications

- Appendix J transfer chart added to contract
- Clinical Specialty Transfers may be appealed to the Regional Appeals Committee (RAC)
- Bargaining for pre-approved department transfers for maintaining clinical ladder classifications

Staff Nurse/Home Health/PCC Classifications:

- Clinical Specialty Transfers may be appealed to the Regional Appeals Committee (RAC)
- Bargaining for pre-approved department transfers for maintaining clinical ladder classifications

Home Health and Hospice Staffing:

- Added Home Health Care Level System (CLS) to contract
- Meetings for Hospice nurses to create staffing model

Patient Care Coordinators:

- Increased PCC Quality Liaisons to 4
- PCC Clinical Ladder for PCC III and PCC IV

Other staffing

- Kaiser must post positions for overutilized hours after 90 days (down from 120 days)
- Cap on 12-hour positions lifted to 30%
- CSN positions will be vacated through attrition, maintaining current positions and assignments for No Cancel

- Continue physical postings
- Call Center meetings to review personal time

Health and Safety

- **NEW Health and Safety Article**
 - Requires 3-month PPE stockpile
 - Same PPE for confirmed or suspected cases
 - Requires screening of infectious disease
 - Assignments that minimize exposure
 - Training and education requirements
 - During infectious disease outbreaks: Testing, Contact Tracing, Additional Staff, Adjusted Assignments, and Presumptive Eligibility
- **NEW Workplace Violence Prevention Article:**
 - Expands workplace violence prevention plans to all sites, including hospitals, clinics, call centers, parking structures, etc.
 - Care for nurses, including trauma counseling, impacted by workplace violence
 - Investigation process for workplace violence incidents
 - Allows nurses to remove last name from ID badges
 - Requires weapon screening in the facility
 - Regular reporting to CNA on workplace violence incidents

Equity, Diversity, and Inclusion

- **NEW Regional Equity, Diversity and Inclusion Committee**
 - 2 nurses from each medical center and 1 from each call center
 - Four-hour, quarterly meetings paid by Kaiser
 - Address opportunities for improvement in recruitment, selection, retention, training, promotion, and inclusive environment
- Demographic reporting to CNA
- Hiring regardless of degree status
- Additional Nondiscrimination protections
 - Protections for disability, citizenship, gender identity or expression, genetic information, veteran status
 - KP must provide CNA with aggregated discrimination/harassment complaints quarterly and meet to discuss trends
- Added language to contract preamble that “Healthcare is a Human Right”
- Parties agree to end racial and ethnic disparities in healthcare, promote culturally competent care, and increase diversity of healthcare work force

Effective 1st full pay period January, 2023

6% ATB increase

	Year 1 Step 1	Year 2 Step 2	Year 3 Step 3	Year 4 Step 4	Year 5 Step 5	Year 8 Step 6	Year 11 Step 7	Year 16 Step 8	Year 21 Step 9	Year 26 Step 10	Year 31 Step 11
Nurse Permittee	69.1551										
Staff Nurse I	72.7953										
Staff Nurse II	76.4350	80.2571	84.2695	87.2913	89.4521	90.7940	92.6287	94.9286	96.8273	98.7635	101.7264
Staff Nurse II Short Hour	95.5436	100.3215	105.3367	109.1142	111.8154	113.4925	115.7860	118.6606	121.0338	123.4543	127.1578
Staff Nurse III	80.2571	84.2695	88.4828	91.6567	93.9248	95.3336	97.2598	99.6754	101.6687	103.7017	106.8125
Staff Nurse IV	82.5497	86.6770	91.0113	94.2752	96.6084	98.0575	100.0394	102.5227	104.5735	106.6645	109.8643
Charge Nurse II	80.2571	84.2695	88.4828	91.6567	93.9248	95.3336	97.2598	99.6754	101.6687	103.7017	106.8125
Charge Nurse II Short Hour	100.3215	105.3367	110.6033	114.5712	117.4061	119.1671	121.5749	124.5941	127.0857	129.6272	133.5158
Charge Nurse III	84.2695	88.4828	92.9070	96.2395	98.6218	100.0999	102.1231	104.6588	106.7520	108.8871	112.1536
Charge Nurse IV	86.6770	91.0111	95.5619	98.9887	101.4389	102.9608	105.0411	107.6490	109.8018	111.9980	115.3576
Home Health Nurse I	76.4350	80.2571	84.2695	87.2913	89.4521	90.7940	92.6287	94.9286	96.8273	98.7635	101.7264
Home Health Nurse I - Short Hour	95.5436	100.3215	105.3367	109.1142	111.8154	113.4925	115.7860	118.6606	121.0338	123.4543	127.1578
Home Health Nurse II	80.2571	84.2695	88.4828	91.6567	93.9248	95.3336	97.2598	99.6754	101.6687	103.7017	106.8125
Home Health Nurse II - Short Hour	100.3215	105.3367	110.6033	114.5712	117.4061	119.1671	121.5749	124.5941	127.0857	129.6272	133.5158
Home Health Nurse III	82.5497	86.6770	91.0113	94.2752	96.6084	98.0575	100.0394	102.5227	104.5735	106.6645	109.8643
Nurse Practitioner I	89.4287	93.9001	98.5952	102.1309	104.6590	106.2293	108.3756	111.0666	113.2875	115.5533	119.0201
Nurse Practitioner I - Short Hour	111.7858	117.3755	123.2440	127.6639	130.8239	132.7866	135.4696	138.8333	141.6095	144.4419	148.7750
Nurse Practitioner II	91.7218	96.3080	101.1237	104.7499	107.3429	108.9527	111.1546	113.9141	116.1924	118.5164	122.0717
Nurse Practitioner II Short Hour	114.6523	120.3850	126.4043	130.9369	134.1786	136.1911	138.9430	142.3927	145.2402	148.1453	152.5894
Nurse Practitioner III	96.3078	101.1237	106.1791	109.9868	112.7101	114.4003	116.7121	119.6097	122.0023	124.4421	128.1753
Patient Care Coord Case Mgr	76.4350	80.2571	84.2695	87.2913	89.4521	90.7940	92.6287	94.9286	96.8273	98.7635	101.7264
Patient Care Coord Case Mgr - Short Hour	95.5436	100.3215	105.3367	109.1142	111.8154	113.4925	115.7860	118.6606	121.0338	123.4543	127.1578
Patient Care Coord Case Mgt III	80.2571	84.2695	88.4828	91.6567	93.9248	95.3336	97.2598	99.6754	101.6687	103.7017	106.8125
Patient Care Coord Case Mgt IV	82.5497	86.6770	91.0113	94.2752	96.6084	98.0575	100.0394	102.5227	104.5735	106.6645	109.8643

Shift Diffs
 Evening=SN2 step1*11% 8.4079
 Night=SN2 step1*17.5% 13.3761

Other Diffs
 Weekender add 10%
 Float add 5%
 Multi Facility add 5%
 Multi Med Center add 5%
 RN First Assistant add 5%
 Charge add 5%

Effective 1st full pay period January 2024

6% ATB increase

NEW

	Year 1 Step 1	Year 2 Step 2	Year 3 Step 3	Year 4 Step 4	Year 5 Step 5	Year 8 Step 6	Year 11 Step 7	Year 16 Step 8	Year 21 Step 9	Year 26 Step 10	Year 31 Step 11	Year 35 Step 12
Nurse Permittee	73.3045											
Staff Nurse I	77.1630											
Staff Nurse II	81.0211	85.0725	89.3256	92.5288	94.8193	96.2416	98.1865	100.6243	102.6369	104.6893	107.8300	111.0649
Staff Nurse II Short Hour	101.2762	106.3408	111.6569	115.6610	118.5243	120.3021	122.7332	125.7803	128.2958	130.8615	134.7873	138.8309
Staff Nurse III	85.0725	89.3256	93.7917	97.1561	99.5603	101.0537	103.0954	105.6559	107.7689	109.9238	113.2212	116.6179
Staff Nurse IV	87.5027	91.8777	96.4720	99.9317	102.4049	103.9410	106.0418	108.6740	110.8479	113.0644	116.4562	119.9499
Charge Nurse II	85.0725	89.3256	93.7917	97.1561	99.5603	101.0537	103.0954	105.6559	107.7689	109.9238	113.2212	116.6179
Charge Nurse II Short Hour	106.3408	111.6569	117.2395	121.4454	124.4505	126.3171	128.8694	132.0697	134.7109	137.4048	141.5267	145.7725
Charge Nurse III	89.3256	93.7917	98.4814	102.0139	104.5391	106.1059	108.2504	110.9383	113.1571	115.4203	118.8828	122.4493
Charge Nurse IV	91.8777	96.4717	101.2956	104.9281	107.5253	109.1384	111.3436	114.1080	116.3899	118.7179	122.2790	125.9474
Home Health Nurse I	81.0211	85.0725	89.3256	92.5288	94.8193	96.2416	98.1865	100.6243	102.6369	104.6893	107.8300	111.0649
Home Health Nurse I - Short Hour	101.2762	106.3408	111.6569	115.6610	118.5243	120.3021	122.7332	125.7803	128.2958	130.8615	134.7873	138.8309
Home Health Nurse II	85.0725	89.3256	93.7917	97.1561	99.5603	101.0537	103.0954	105.6559	107.7689	109.9238	113.2212	116.6179
Home Health Nurse II - Short Hour	106.3408	111.6569	117.2395	121.4454	124.4505	126.3171	128.8694	132.0697	134.7109	137.4048	141.5267	145.7725
Home Health Nurse III	87.5027	91.8777	96.4720	99.9317	102.4049	103.9410	106.0418	108.6740	110.8479	113.0644	116.4562	119.9499
Nurse Practitioner I	94.7944	99.5341	104.5109	108.2587	110.9385	112.6030	114.8781	117.7306	120.0848	122.4864	126.1613	129.9461
Nurse Practitioner I - Short Hour	118.4929	124.4180	130.6386	135.3237	138.6734	140.7538	143.5978	147.1633	150.1061	153.1084	157.7015	162.4326
Nurse Practitioner II	97.2251	102.0865	107.1911	111.0349	113.7835	115.4899	117.8238	120.7489	123.1640	125.6274	129.3960	133.2779
Nurse Practitioner II Short Hour	121.5314	127.6082	133.9885	138.7931	142.2293	144.3626	147.2796	150.9362	153.9547	157.0340	161.7448	166.5971
Nurse Practitioner III	102.0863	107.1911	112.5499	116.5860	119.4727	121.2643	123.7149	126.7862	129.3224	131.9086	135.8658	139.9418
Patient Care Coord Case Mgr	81.0211	85.0725	89.3256	92.5288	94.8193	96.2416	98.1865	100.6243	102.6369	104.6893	107.8300	111.0649
Patient Care Coord Case Mgr - Short Hour	101.2762	106.3408	111.6569	115.6610	118.5243	120.3021	122.7332	125.7803	128.2958	130.8615	134.7873	138.8309
Patient Care Coord Case Mgt III	85.0725	89.3256	93.7917	97.1561	99.5603	101.0537	103.0954	105.6559	107.7689	109.9238	113.2212	116.6179
Patient Care Coord Case Mgt IV	87.5027	91.8777	96.4720	99.9317	102.4049	103.9410	106.0418	108.6740	110.8479	113.0644	116.4562	119.9499

Shift Diffs		Other Diffs	
Evening=SN2 step1*11%	8.9123	Weekender add	10%
Night=SN2 step1*17.5%	14.1787	Float add	5%
		Multi Facility add	5%
		Multi Med Center add	5%
		RN First Assistant add	5%
		Charge add	5%

Effective 1st full pay period January 2025

5.25% ATB increase

	Year 1 Step 1	Year 2 Step 2	Year 3 Step 3	Year 4 Step 4	Year 5 Step 5	Year 8 Step 6	Year 11 Step 7	Year 16 Step 8	Year 21 Step 9	Year 26 Step 10	Year 31 Step 11	NEW Year 35 Step 12
Nurse Permittee	77.1529											
Staff Nurse I	81.2141											
Staff Nurse II	85.2747	89.5388	94.0152	97.3866	99.7973	101.2943	103.3412	105.9071	108.0254	110.1855	113.4911	116.8957876
Staff Nurse II Short Hour	106.5933	111.9237	117.5188	121.7332	124.7468	126.6179	129.1767	132.3837	135.0313	137.7318	141.8636	146.1195213
Staff Nurse III	89.5388	94.0152	98.7158	102.2568	104.7872	106.3590	108.5079	111.2029	113.4267	115.6948	119.1654	122.7403151
Staff Nurse IV	92.0966	96.7012	101.5367	105.1782	107.7812	109.3979	111.6090	114.3794	116.6674	119.0003	122.5701	126.2472509
Charge Nurse II	89.5388	94.0152	98.7158	102.2568	104.7872	106.3590	108.5079	111.2029	113.4267	115.6948	119.1654	122.7403151
Charge Nurse II Short Hour	111.9237	117.5188	123.3945	127.8213	130.9841	132.9488	135.6350	139.0034	141.7832	144.6186	148.9569	153.425607
Charge Nurse III	94.0152	98.7158	103.6517	107.3696	110.0274	111.6765	113.9336	116.7626	119.0978	121.4799	125.1242	128.8779094
Charge Nurse IV	96.7012	101.5365	106.6136	110.4368	113.1703	114.8682	117.1891	120.0987	122.5004	124.9506	128.6987	132.5596378
Home Health Nurse I	85.2747	89.5388	94.0152	97.3866	99.7973	101.2943	103.3412	105.9071	108.0254	110.1855	113.4911	116.8957876
Home Health Nurse I - Short Hour	106.5933	111.9237	117.5188	121.7332	124.7468	126.6179	129.1767	132.3837	135.0313	137.7318	141.8636	146.1195213
Home Health Nurse II	89.5388	94.0152	98.7158	102.2568	104.7872	106.3590	108.5079	111.2029	113.4267	115.6948	119.1654	122.7403151
Home Health Nurse II - Short Hour	111.9237	117.5188	123.3945	127.8213	130.9841	132.9488	135.6350	139.0034	141.7832	144.6186	148.9569	153.425607
Home Health Nurse III	92.0966	96.7012	101.5367	105.1782	107.7812	109.3979	111.6090	114.3794	116.6674	119.0003	122.5701	126.2472509
Nurse Practitioner I	99.7711	104.7596	109.9977	113.9423	116.7628	118.5147	120.9092	123.9114	126.3892	128.9170	132.7848	136.7683017
Nurse Practitioner I - Short Hour	124.7138	130.9500	137.4971	142.4282	145.9537	148.1434	151.1366	154.8894	157.9867	161.1466	165.9809	170.9602858
Nurse Practitioner II	102.3294	107.4460	112.8186	116.8643	119.7571	121.5531	124.0096	127.0882	129.6301	132.2228	136.1893	140.2749939
Nurse Practitioner II Short Hour	127.9118	134.3076	141.0229	146.0798	149.6964	151.9416	155.0118	158.8604	162.0373	165.2783	170.2364	175.3434987
Nurse Practitioner III	107.4458	112.8186	118.4588	122.7067	125.7450	127.6307	130.2099	133.4425	136.1119	138.8338	142.9988	147.2887435
Patient Care Coord Case Mgr	85.2747	89.5388	94.0152	97.3866	99.7973	101.2943	103.3412	105.9071	108.0254	110.1855	113.4911	116.8957876
Patient Care Coord Case Mgr - Short Hour	106.5933	111.9237	117.5188	121.7332	124.7468	126.6179	129.1767	132.3837	135.0313	137.7318	141.8636	146.1195213
Patient Care Coord Case Mgt III	89.5388	94.0152	98.7158	102.2568	104.7872	106.3590	108.5079	111.2029	113.4267	115.6948	119.1654	122.7403151
Patient Care Coord Case Mgt IV	92.0966	96.7012	101.5367	105.1782	107.7812	109.3979	111.6090	114.3794	116.6674	119.0003	122.5701	126.2472509

Shift Diffs		Other Diffs	
Evening=SN2 step1*11%	9.3802	Weekender add	10%
Night=SN2 step1*17.5%	14.9231	Float add	5%
		Multi Facility add	5%
		Multi Med Center add	5%
		RN First Assistant add	5%
		Charge add	5%

**Effective 1st Full Pay Period January 2026
5.25% ATB increase**

NEW

	Year 1 Step 1	Year 2 Step 2	Year 3 Step 3	Year 4 Step 4	Year 5 Step 5	Year 8 Step 6	Year 11 Step 7	Year 16 Step 8	Year 21 Step 9	Year 26 Step 10	Year 31 Step 11	Year 35 Step 12
Nurse Permittee	81.2035											
Staff Nurse I	85.4778											
Staff Nurse II	89.7516	94.2396	98.9510	102.4994	105.0366	106.6123	108.7667	111.4672	113.6967	115.9702	119.4493	123.0328
Staff Nurse II Short Hour	112.1894	117.7996	123.6886	128.1242	131.2960	133.2654	135.9585	139.3339	142.1205	144.9627	149.3115	153.7908
Staff Nurse III	94.2396	98.9510	103.8984	107.6253	110.2885	111.9428	114.2045	117.0410	119.3816	121.7688	125.4215	129.1842
Staff Nurse IV	96.9317	101.7781	106.8674	110.7000	113.4397	115.1413	117.4684	120.3843	122.7924	125.2478	129.0051	132.8752
Charge Nurse II	94.2396	98.9510	103.8984	107.6253	110.2885	111.9428	114.2045	117.0410	119.3816	121.7688	125.4215	129.1842
Charge Nurse II Short Hour	117.7996	123.6886	129.8727	134.5319	137.8608	139.9286	142.7559	146.3011	149.2268	152.2110	156.7771	161.4805
Charge Nurse III	98.9510	103.8984	109.0934	113.0065	115.8038	117.5395	119.9151	122.8926	125.3505	127.8576	131.6932	135.6440
Charge Nurse IV	101.7781	106.8672	112.2108	116.2347	119.1118	120.8988	123.3416	126.4038	128.9316	131.5105	135.4554	139.5190
Home Health Nurse I	89.7516	94.2396	98.9510	102.4994	105.0366	106.6123	108.7667	111.4672	113.6967	115.9702	119.4493	123.0328
Home Health Nurse I - Short Hour	112.1894	117.7996	123.6886	128.1242	131.2960	133.2654	135.9585	139.3339	142.1205	144.9627	149.3115	153.7908
Home Health Nurse II	94.2396	98.9510	103.8984	107.6253	110.2885	111.9428	114.2045	117.0410	119.3816	121.7688	125.4215	129.1842
Home Health Nurse II - Short Hour	117.7996	123.6886	129.8727	134.5319	137.8608	139.9286	142.7559	146.3011	149.2268	152.2110	156.7771	161.4805
Home Health Nurse III	96.9317	101.7781	106.8674	110.7000	113.4397	115.1413	117.4684	120.3843	122.7924	125.2478	129.0051	132.8752
Nurse Practitioner I	105.0091	110.2595	115.7726	119.9243	122.8929	124.7367	127.2569	130.4168	133.0246	135.6851	139.7560	143.9486
Nurse Practitioner I - Short Hour	131.2613	137.8248	144.7157	149.9057	153.6163	155.9209	159.0713	163.0210	166.2810	169.6067	174.6949	179.9357
Nurse Practitioner II	107.7017	113.0869	118.7416	122.9996	126.0444	127.9347	130.5201	133.7604	136.4357	139.1645	143.3393	147.6394
Nurse Practitioner II Short Hour	134.6272	141.3587	148.4266	153.7490	157.5554	159.9186	163.1499	167.2005	170.5442	173.9554	179.1738	184.5490
Nurse Practitioner III	113.0867	118.7416	124.6778	129.1488	132.3467	134.3313	137.0459	140.4482	143.2577	146.1226	150.5062	155.0214
Patient Care Coord Case Mgr	89.7516	94.2396	98.9510	102.4994	105.0366	106.6123	108.7667	111.4672	113.6967	115.9702	119.4493	123.0328
Patient Care Coord Case Mgr - Short Hour	112.1894	117.7996	123.6886	128.1242	131.2960	133.2654	135.9585	139.3339	142.1205	144.9627	149.3115	153.7908
Patient Care Coord Case Mgt III	94.2396	98.9510	103.8984	107.6253	110.2885	111.9428	114.2045	117.0410	119.3816	121.7688	125.4215	129.1842
Patient Care Coord Case Mgt IV	96.9317	101.7781	106.8674	110.7000	113.4397	115.1413	117.4684	120.3843	122.7924	125.2478	129.0051	132.8752

Shift Diffs		Other Diffs	
Evening=SN2 step1*11%	9.8727	Weekender add	10%
Night=SN2 step1*17.5%	15.7065	Float add	5%
		Multi Facility add	5%
		Multi Med Center add	5%
		RN First Assistant add	5%
		Charge add	5%