CALIFORNIA NURSES ASSOCIATION

Stop Managers from Doing Collective Bargaining Work

What is collective bargaining unit work?

Work that is normally done by a CNA member. Any time a non-CNA member is doing a CNA member's job it is a possible violation of our contract. For example: management transporting patient to test/ different units, performing breaks for nurses, taking patient assignments.

Why is it important that Management not do collective bargaining unit work?

In these times when Kaiser continuously short staffs our units, our patients suffer when there are not enough nurses in the unit. If we do not hold Kaiser management accountable they will continue to on a daily basis erode the standards of patient care. By holding Kaiser management accountable and requiring them to properly staff our units we can turn the tide and make sure we are able to give our patients the care they deserve.

What can I do to stop this?

Ask management team if they called in other nurses who made themselves available to work. If you believe they did not do so, fill out this investigative form and place it in the PPC box. The most senior nurses who made themselves available can grieve this work and get paid according to the CNA contract.

Investigation Form

Please check the appropriate violation below:

Collective Bargaining Violation:

- ❑ Transporting a patient
- ❑ Taking patient assignments
- ❑ Taking report for nurses
- ❑ Break relief
- ❑ Giving medications

Who performed this work? _____

Date: _____ Start time: _____ End time: _____

Unit: _____

Your Name/s: _____

_____

CNA: A Voice for Nurses. A Vision for Healthcare.