



PA's gathered throughout NCAL to discuss management's proposed status change.



# UNITED PAs OF CALIFORNIA BARGAINING

## UPDATE #19: OCTOBER 31, 2024

Our United PAs of California (UPAC) bargaining team met with management on **Wednesday, October 30, 2024**, to continue negotiations focused on achieving a fair and equitable contract. Key proposals and ongoing discussions included:

- **Status - KP's non-exempt proposal:** Fueled by the numerous in-person meetings over the past week, we shared the concerns that our PA colleagues have raised about issues including schedules, wages, workloads, and operational stability. We highlighted that although some areas are struggling, others are working well. Further conversations will be needed to develop a comprehensive approach to address the variety of practices and ensure essential PA care as well as work-life balance.
- **New Employee Orientation (NEO):** We discussed the process of welcoming newly hired PAs into UPAC.
- **Per Diem Commitment:** Our team highlighted the need ensure per diem staff are available to support and backfill full and part-time PAs
- **Just Culture:** We engaged in discussions to establish an approach to safety by sharing accountability and promoting a speak up culture.
- **Job Bidding and Filling:** We discussed the process of filling positions with PAs to maintain service levels and workload balance.



**BARGAINING DATES**

November 13  
November 14  
December 12  
*\*Internal Caucus*

We will keep you updated on these and other critical issues as negotiations progress. Thank you for your continued solidarity and engagement in this process.

**UPCOMING TOWNHALL:** Our next UPAC town hall will be on Wednesday, November 20 at 7:00 PM PST. Register at [unacuhcp.org/PA-Townhall](https://unacuhcp.org/PA-Townhall).