



UNITED PAs OF CALIFORNIA BARGAINING

UPDATE #17: OCTOBER 3, 2024

Our UPAC bargaining team met together on **Wednesday, October 2, 2024** for an internal caucus and with Kaiser management on **Thursday, October 3, 2024** to continue contract negotiations. During the session, our bargaining team shared the follow key interests:

- **Increased education leave:** We advocated for more education leave for PAs to allow for ongoing professional development, highlighted the demanding mandatory training requirement specific for PAs, such as board preparation, and emphasized the need for flexibility to accommodate ongoing and in-person learning.
- **Short-term stoppages:** While we've agreed on a process for permanent reductions in force, we're still negotiating how work stoppages of 30 days or less are addressed.

Management has presented a proposal that would transition the status of NCAL PAs from exempt (salaried) to non-exempt (hourly). This significant change could have a substantial impact on our working conditions and compensation. Our bargaining team has not responded and wants to speak with our colleagues regarding the implications of this proposal.



**BARGAINING
DATES**

October 17
October 30

TOWN HALL - SUNDAY, OCTOBER 6TH AT 5:30 PM:

Attend the town hall to learn more about the possible implications of the status change proposal from management. Register in advance at unacuhcp.org/PA-Townhall.

Help shape the discussion by submitting your questions about management's proposal in advance when you register for the townhall.

