



Our bargaining team strategizing during our caucus.



Charmaine Morales, RN, UNAC/UHCP President, joined us at bargaining.

# UNITED PAs OF CALIFORNIA BARGAINING

## UPDATE #13: JULY 25, 2024

The United PAs of California (UPAC) bargaining team continues to make strides in securing a strong contract for our members. Our team convened on Wednesday, July 24, to caucus and collaborate, and then met with Kaiser Permanente management on Thursday, July 25, 2024, to continue negotiating our contract.

During bargaining, we reached a TA on:

- **Reduction in Force:** Outlines a fair and equitable process in the event of a reorganization or downsizing to minimize adverse effects on members.

We also continued to have robust discussions on **Job Bidding and Filling**. Collectively, we are working on ensuring a fair and transparent process for PAs to apply for open PA positions.

Furthermore, our team highlighted to management how PAs' diverse education fosters adaptability and transferability, advocating for a robust, fair process for applying to varied opportunities.

Reminder: There's still time to join the **Contract Action Team (CAT)** and get more involved. Stay informed and share bargaining updates with your colleagues. Your participation can make a big difference in our negotiations. Sign up at [unacuhcp.org/PA-CAT](https://unacuhcp.org/PA-CAT).



**BARGAINING DATES**

Thursday, August 8  
Thursday, August 22  
Wednesday, Sep. 4  
Thursday, Sep. 5

**SAVE THE DATE:** Our next UPAC town hall will be on Wednesday, July 31, at 7:00 PM PST. Visit [unacuhcp.org/PA-townhall](https://unacuhcp.org/PA-townhall) to register.

