



# UNITED PAs OF CALIFORNIA BARGAINING


## UPDATE #12: JULY 11, 2024

Our United PAs of California (UPAC) bargaining team met with Kaiser Permanente management again on Thursday, July 11, 2024, to continue negotiating our first UNAC/UHCP contract.

During this meeting, we reached a TA on:

- **Seniority:** Provides transparency on the definition of seniority and accrual rate for full-time, part-time, and per diem employees. Please note: Subsequent articles, will dictate how seniority is used.

We also continued our in-depth discussions on **Job Bidding & Filling of Vacancies**. Additionally, our bargaining team received a proposal from management on **Reduction in Force** and briefly began discussions on **Notice of Vacancies**.

**BARGAINING DATES**  
  
\*Wednesday, July 24  
Thursday, July 25  
Thursday, August 8  
  
\*Bargaining caucus

We want to remind all members that there is still time to get more involved by joining the **Contract Action Team (CAT)**. The CAT is a fantastic way to stay informed and actively share bargaining updates with your colleagues. Your participation can make a significant difference in the success of our negotiations. Sign up at [unacuhcp.org/PA-CAT](https://unacuhcp.org/PA-CAT).

**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.