

KPNAA Local Bargaining TA's

12 Local

Plus, all Mandatory Subjects moved into local from the National Agreement

SUMMARY:

- 1. KPNAA Hire Rate**
- 2. KPNAA Wage Scale Market Adjustments**
- 3. Evening and Night Shift Differential**
- 4. Incentive Pay**
- 5. Staffing and Scheduling Language**
- 6. Per Diem Language**
- 7. California Paid Sick Leave under ESL, ACP, PD**
- 8. Corrective Action**
- 9. Partial Day Absence**
- 10. Consensus Scheduling**
- 11. Workday and Workweek**
- 12. Digital CBA**
- 13. KPNAA MOU from KP to KPNAA: National Subjects: SEE LIST**

1. UPDATED: Digital Access

209 At the time of employment, a copy of **digital access to** this Agreement shall be given by the Employer to each employee covered by this Agreement. Within thirty (30) days after the execution date of this Agreement, the Employer will provide the designated Association Representative with a master list of all employees who are subject to the provisions of this Agreement, giving the names, addresses, status (i.e., full-time/part-time/per diem), dates of employment, and rates of pay.

2. NEW: Workweek and Workday

818 **The Work Week shall consist of a seven (7) consecutive calendar day period beginning at 12:01 a.m. Sunday. The work week may or may not coincide with the schedule.**

819 **A workday is defined as the twenty-four (24) hour period beginning each day at 12:01am ending at Midnight.**

3. NEW: Consensus vs. Equitable scheduling

1108 If there is mutual agreement between supervisor and Association, then The CRNAs within a department may choose, by consensus, to have separate and/or individual schedule slots and/or rotations, including but not limited to night shifts. These slots and/or rotations will be available by facility seniority. Consensus is defined as each participant being able to accept and support the alternate selection. Decisions reached by consensus shall be upheld, reviewed and renewed on an annual basis. **Until the annual renewal, the existing schedule will be in effect for incumbents and employees new to the department.**

Mutual agreement over consensus shall not be unreasonably withheld; however, if there is no mutual agreement or if the CRNAs do not reach consensus, then management will create an equitable schedule that meets operational needs, balancing workloads and shifts among employees.

4. NEW: Corrective Action Timing:

1205 **Timely issuance of the corrective action may be impacted by a prolonged investigation, or the availability of the employee, union, or the Employer. The parties agree there will be no undue delays in the process.**

5. **NEW: ETO Deduction Rules:**

NEW ADD TO 1609/1610

For full-time and part-time benefit-eligible employees, deduction from an employee's ETO account shall be in one-day increments. This shall not preclude ETO and/or sick leave deductions for partial day absences as part of an approved FMLA or CFRA intermittent leave or reduced work schedule. For these partial day absences, employees continue to receive the equivalent of their guaranteed salary, which may be achieved through a combination of salary pay, ETO, sick leave, and/or other company benefit pay.

6. **NEW California Paid Sick Leave:**

ADD TO 1633 Section 7 – Extended Sick Leave (ESL) Bank

Employees who are not eligible for Employer-paid sick leave elsewhere in this article are eligible to accrue paid sick leave hours equivalent to the amount provided under California's "Healthy Workplaces, Healthy Families Act" and use such paid sick leave hours in accordance with that act.

2502 Benefits and Compensation Rate: CRNAs choosing to participate in the ACP will be compensated at a rate of pay that is twenty percent (20%) above the straight time hourly rate they would receive based on service and tenure. Participants receive no **contractual** paid time off benefits, except as otherwise provided in section/paragraph XXX (California Paid Sick Leave). Time may be granted for Education Leave and Bereavement Leave without pay, and employees may use California Paid Sick Leave for bereavement in accordance with law. Participants receive no benefits except as described below.

2705 Per Diem Sick Leave:

The Employer complies with all state and federal mandates, including California Paid Sick Leave.

7. **STEP Placement:**

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Per Diem and ACP rates are for illustration purposes only to demonstrate the base rate plus the additional differential percent.

Students graduating from the Kaiser Permanente CRNA School of Anesthesia will be placed at the 1-Year Rate and will remain at that rate for 2 years.

At the time of hire, the CRNA's previous experience will be evaluated by the Chief of Anesthesiology in determining the appropriate hiring rate in accordance with the following schedule:

Years of Experience Hire Rate

0-1 Year ————— Start Rate
 1 Year – 2 Years ——— 1 Year Rate
 2 Years – 3 Years ——— 2 Year Rate
 3 Years – 5 Years ——— 3 Year Rate
 6 Years – 9 Years ——— 4 Year Rate
 10 or More Years ——— 5 Year Rate

0-1 Year Start Rate
1+ Years 1 Year Rate
2+ Years 2 Year Rate
3+ Years 3 Year Rate
4+ Years 4 Year Rate
5 or more years 5 Year Rate

8. NEW: WAGE SCALE

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	Step 1/Start	Step 2/1 Year	Step 3/2 Year	Step 4/3 Year	Step 5/4 Year	Step 6/5 Year	Step 7/10 Year	Step 8/15 Year
Current KPNA Scale	\$106.72	\$111.52	\$116.55	\$121.79	\$127.29	\$133.03	\$135.68	\$138.40
NEW WAGE OFFERED BY SCMPG	\$115.90	\$119.37	\$122.95	\$126.64	\$130.44	\$135.66	\$138.37	\$141.14
% between Steps		3.0%	3.0%	3.0%	3.0%	4.0%	2.0%	2.0%
% Increase from Current Scale	8.60%	7.04%	5.49%	3.98%	2.5%	2.0%	2.0%	2.0%
Oct 1, 2025 with ATB 6.5%	\$123.43	\$127.1	\$130.9	\$134.9	\$138.9	\$144.5	\$147.4	\$150.3
Total Increase	15.66%	14.0%	12.3%	10.7%	9.1%	8.6%	8.6%	8.6%
Oct 1, 2026: 6.5% increase	\$131.46	\$135.39	\$139.45	\$143.64	\$147.95	\$153.87	\$156.94	\$160.08
Aug 1, 2027: 3.5%	\$136.06	\$140.13	\$144.33	\$148.67	\$153.13	\$159.25	\$162.44	\$165.69
Oct 1, 2027: 2.5%	\$139.46	\$143.63	\$147.94	\$152.38	\$156.95	\$163.24	\$166.50	\$169.83
Oct 1, 2028: 3%	\$143.64	\$147.94	\$152.38	\$156.95	\$161.66	\$168.13	\$171.49	\$174.92
ACP Scale +20% Stops at Step 6/Year 5 Oct 1, 2025	\$148.12	\$152.55	\$157.13	\$161.85	\$166.70	\$173.37		
Oct 1, 2026: 6.5% increase	\$157.75	\$162.47	\$167.34	\$172.37	\$177.54	\$184.64		
Aug 1, 2027: 3.5%	\$163.27	\$168.16	\$173.20	\$178.40	\$183.75	\$191.11		
Oct 1, 2027: 2.5%	\$167.35	\$172.36	\$177.53	\$182.86	\$188.35	\$195.88		
Oct 1, 2028: 3%	\$172.37	\$177.53	\$182.86	\$188.34	\$194.00	\$201.76		
Per Diem Scale (+20%) Stops at Step 5/Year 4 Oct 1, 2025	\$148.12	\$152.55	\$157.13	\$161.85	\$166.70			
Oct 1, 2026: 6.5% increase	\$157.75	\$162.47	\$167.34	\$172.37	\$177.54			
Aug 1, 2027: 3.5%	\$163.27	\$168.16	\$173.20	\$178.40	\$183.75			
Oct 1, 2027: 2.5%	\$167.35	\$172.36	\$177.53	\$182.86	\$188.35			
Oct 1, 2028: 3%	\$172.37	\$177.53	\$182.86	\$188.34	\$194.00			

9. NEW SHIFT DIFFERENTIALS: 2/27/26 Employer Last Best and Final Offer

2409 Employees shall receive a shift differential at the rate of ~~\$2.963~~ **\$3.25** per hour for the evening shift and ~~\$4.50~~ **\$10.00** per hour for the night shift.

10. INCENTIVE PROGRAM 2/27/26 Employer Last Best and Final Offer

902 In an effort to avoid compulsory hours, an incentive program/pay will be implemented if any of the following exist:

1. 15% of CRNA operational hours necessary to cover the schedule of the Medical Center Area during two consecutive pay periods are unfilled after available staff are scheduled to their status and all Per Diems have been utilized to their availability.
2. Any ~~last-minute vacated~~ **open shift** (less than or equal to 72 hours) **of more than four(4) hours.**
3. During the pay period in which any compulsory hours occur, all uncovered posted non-compulsory hour shifts and/or any shifts above the CRNAs employment status that are picked up, will receive incentive pay.

903 Incentive pay will be in the amount of ~~\$18.75~~ **\$23.00** plus base pay for each hour worked.

###NEW Incentive pay will apply to any additional shift that exceeds the employee's FTE status hours per pay period, inclusive of Education Leave. Other nonproductive hours do not count towards eligibility. Additional shift is a shift of four (4) hours or more. Per diem employees are not eligible for incentive pay. If the employee calls in sick for one of their regularly scheduled shifts in a week where they are also scheduled for a shift under this provision, they will no longer be eligible for the incentive, unless the employee works above their status hours.

Intent Language: It is the intent of the parties that incentive pay shall be in addition to applicable differentials and holiday pay as applicable under the collective bargaining agreement.

11. STAFFING AND SCHEDULING 2/27/26 Employer Last Best and Final Offer

601 The probationary period for all new employees covered by this Agreement will consist of the first six (6) months of employment for full-time and part-time employees and the first one thousand (1,000) working hours for Per Diem employees. Probationary employees shall be entitled to all rights and privileges as set forth in this Agreement, except that probationary employees can be disciplined and/or discharged without recourse to the Grievance Procedure as set forth in Article XIV. An extension of the probationary period, in lieu of termination, may be granted upon the request of the Employer and the written approval of the Association. A personnel evaluation, in writing, shall be provided to an employee upon completion of the probationary period, or upon termination, if requested.

602 ~~An employee may apply for an external posting during their probationary period. The new-hire probationary period will reset for the new position.~~ **All newly hired employees are expected to remain in their positions during the first twelve (12) months of employment. Employees may not submit a transfer request during their initial six (6) month probation. After the completion of the probationary period, an employee may apply when a new vacancy is posted externally for outside applicants.**

1003 Section 2 - Filling Vacancies

1004 In filling any vacancy covered by this agreement all qualified transfer applicants, with demonstrated satisfactory job performance, who wish to be considered, must apply within the posting requirements of Section 1. The most senior qualified applicant shall be selected for a posted position. If a transfer request is submitted by a qualified bargaining unit applicant after the seven (7) day posting period and a verified offer of employment has not been extended, the more senior qualified employee shall be selected. A bargaining unit representative will participate on the panel that interviews all applicants. **The Employer will not restrict the transfer of a KPNAA member between medical service areas due to scope of practice limitations. Candidates lacking current experience will be proctored for the new role and must fulfill all necessary assignments upon transfer.**

1005 The Employer agrees to give strong consideration to an Employee's request for transfer even though a Notice of Disciplinary Action is present in the Employee's file.

To avoid disruption in patient care, and to prevent unnecessary training and orientation, an employee who transfers into a position is expected to remain in the position for twelve (12) months.

1006 Section 3 – Evaluation Period

Employees who transfer to a position covered by this agreement shall undergo a ~~forty (40)~~ **sixty (60) calendar working day evaluation period (or in the case of Per Diem employees, 320 worked hours)** during which an employee who fails to meet the medical center standards of practice shall be returned to their former position. The Employer may extend the evaluation period up to an additional twenty ~~(20) working days~~ **thirty (30) calendar days**. Additionally, an employee may choose to return to their former position at any time during ~~the length of their evaluation period~~ the **first thirty (30) calendar days** in the new position. Upon return to the previous facility the employee will retain their facility seniority including compensated hours worked at other facility.

12. PER DIEM EMPLOYEES

2/27/26 Employer Last Best and Final Offer

- 2701 Employees working in a Per Diem status shall be paid at the Per Diem rate in lieu of insured benefits, and paid vacation provisions. Newly hired Per Diem employees will undergo a 1,000-hour probationary period.
- 2702 In the event a per diem CRNA's call/shift is cancelled with less than two (2) hours' notice and the CRNA reported to the assigned medical facility, the CRNA will receive two (2) hours' pay.

XNEW In the event a per diem CRNA's shift is cancelled by the employer, the per diem may be given an opportunity to pick up another shift, based upon operational need, within the same quarter.

XNEW In the event a per diem CRNA's shift is cancelled by the employer, that shift will count as one of the Per Diem's availability days in the quarter.

- 2703 Per Diem employees on Standby status will be paid seventeen dollars (\$17) per hour for all hours on standby. Each time a Per Diem is Called in to Work during the Standby period, the Per Diem will be paid time and one-half (1-½) their regular hourly rate of pay and will be guaranteed a minimum of two (2) hours.
- 2704 Per Diem employees shall receive the same shift differential as is applicable to regular employees, including Holiday Worked differential at two and one-half times (2-½) their base hourly rate of pay.
- 2705 Per Diem Sick Leave: The employer complies with all state and federal mandates, **including California Paid Sick Leave.**
- 2706 Pension: Per Diem CRNAs are covered under the provision of the pension plan, and are subject to eligibility as stated in Article XXII, Section 1, Paragraph 2203. In calculating final average pay, monthly compensation will exclude the twenty percent (20%) Per Diem differential.
- 2707 When it is possible to hire qualified personnel for typical schedule openings, Per Diem Nurse Anesthetists will not be used to fill regular positions in the bargaining unit. Per Diem Nurse Anesthetists will be used for Earned Time Off and Extended Sick Leave relief; for leave of absence and short-term absence replacement and for shifts where Full or Part Time CRNAs have not made themselves available. Per Diem Nurse Anesthetists will not be used for the permanent filling of vacancies that could be filled by available qualified personnel.
- 2708 Per Diem employees will accrue compensated hours worked for the purpose of job bidding only, to be exercised at their medical center when a Per Diem has worked 2,000 compensated hours. The Per Diem may use their compensated hours up to a total of 8,000 hours for job bidding only.
- 2709 When a Per Diem successfully bids into a permanent position, the Per Diem's hours worked of 1,000 or more will apply towards the completion of the probationary period. Employees whose hours worked, at the time of transfer, are between 1,000 and 1,999 hours worked, will undergo a two (2) month probation as defined in Article VI, Paragraph 601.

2710 ~~Per Diem availability and scheduling guidelines will be developed in partnership at each facility and will be reviewed as needed. Facility specific guidelines may include, but not limited to minimum availability, holidays, off shifts, and weekend commitments.~~

Per Diem availability and scheduling guidelines

1. Per Diem Availability

a) Availability Requirement

Per Diem Employees shall be required to submit at least a minimum of 96 available hours per quarter no later than 4 weeks prior to the following month's schedule.

The "available days/shifts" shall include:

- i) Per Diem Employees will be available to work at least two (2) of the following days: day before New Year's, New Year's Day; Thanksgiving and the days before and after; day before Christmas, Christmas Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, and Labor Day.**

b) Availability Days Posted in Advance

- ii) Per Diem employees will be scheduled as needed on the "available days/shifts" they submitted. These are considered confirmed dates the Per Diem employee will be expected to work.**
- iii). The schedule reflecting confirmed dates shall be posted consistent with scheduling guidelines.**
- iv). Per Diem employees may request to work or be asked to work additional dates beyond those confirmed on the schedule.**

KPNAA Memorandum of Understanding

MOVED all Wages, Hours, Working Condition Subjects into KPNAA LOCAL and are NOW GRIEVABLE = AGENCY

- 1C3c – Attendance time off benefit enhancement
- 1C5 – Scope of Practice
- 1D1 – Taft Hartley trust Ben Hudnall
- 1D3 – Joint Workforce Planning and Development(tuition reimbursement)
- 1E3 - Steward Education, Training and Development
- 1F1c – Staffing – labor management staffing committees
- 1F3 – Per Diem/ on call review
- 1H5 - Mandatory Overtime and Assignments
- 1K – Union Security – Unios Leaves of Absence
- 1K3 – Voluntary COPE check off
- 1K4 – Subcontracting
- 1K5 – Union representation of new positions
- 1K6 - Accretion
- 1K7 – Recognition
- 1K8 - NEO
- 1L – Problem – Solving Processes
- Section 2
- 3F Grievance Arbitrability
- * Plus, all applicable/corresponding exhibits

NEW 2026 TAs achieved in Alliance National Bargaining that will now BE IN THE KPNAA LOCAL:

- Active Medical – Hearing Aids
- Lactation Accommodation and Lactation Breaks
- Retiree Medical – Subsidy Rules of Application
- Retiree Medical HRA Supplement at Age 85
- Retiree Medical HRA Amount
- Tuition Reimbursement
- Union Leave and Elected Official Leave
- Ben Hudnall Memorial Trust
- Qualified Death Benefit
- Retiree Medical HRA Supplement at Age 85 Inclusion of KPWA
- Staffing and Patient care Sub-Group Rec # 6 – Hard to Fill positions added to agenda only.
- AI and Technology Sub-Group (BOTH)