

BARGAINING UPDATE #10

April 8,
2021

NORTHERN CALIFORNIA REHAB THERAPISTS



Blue Team

Green Team

Negotiations Continue

Our **Green Bargaining Team** continued negotiations with Kaiser management on Tuesday, April 6, 2021.

We had involved discussions on:

Grievance and Arbitration: Outlines the process for resolving contract disputes. We're close to agreement on this article.

Probation: Negotiations center on the length of probation for new hires. Prior to joining UNAC/UHCP, all NCAL Rehab therapists were at-will employees. With union representation, that's no longer the case. This article is important because it determines how long a new hire will be at-will before enjoying the protection of just cause after passing probation.

Performance Evaluations: Our bargaining team conveyed our interest in a collaborative performance evaluation process that supports our professional growth.

We began discussions in team caucus on hours of work and scheduling.

Next week our **Blue Team** will continue bargaining over professional practice committees and the definition of seniority.

On April 27, the **Blue** and **Green** teams meet together, so the full team can review and approve all pre-TAs as formal Tentative Agreements.

For more information about negotiations, talk to the Contract Action Team (CAT) members for your region and attend the upcoming townhall on May 13.

Upcoming Bargaining Dates

April 6, 13, 20, 21, 27

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6 DONE	7	8	9	10
11	12	13 BLUE TEAM	14	15	16	17
18	19	20 NATIONAL BARGAINING	21	22	23	24
25	26	27 FULL TEAM	28	29	30	1

May 4, 11, 12, 13, 18, 25, 27

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25	26	27	28	29	30	1
2	3	4 GREEN TEAM	5	6	7	8
9	10	11 BLUE TEAM	12 UNION CAUCUS	13 TOWN HALL	14	15
16	17	18 GREEN TEAM	19	20	21	22
23	24	25 BLUE TEAM	26	27 UNION CAUCUS	28	29
30	31	1	2	3	4	5

MAY 13: BARGAINING UPDATE TOWNHALL

The bargaining team will be there to answer your questions.

Mark your calendar now.