

KAISER FOUNDATION HOSPITALS, INC.,
SOUTHERN CALIFORNIA PERMANENTE MEDICAL GROUP
AND
NATIONAL UNION OF HEALTHCARE WORKERS
2024 CONTRACT NEGOTIATIONS

Tentative Agreement

October 17, 2024

Article (NEW): New Technology

Wherever used in this Article, “Technology” includes “Artificial Intelligence”.

The Employer and the Union recognize that new technologies continue to advance the behavioral health, addiction medicine, psychiatric nursing, and medical social work fields, improving the quality and efficiency of care provided to patients, and may affect the practice of bargaining unit employees.

Both parties acknowledge that the purpose of utilizing new technology is not intended to replace, but to assist bargaining unit employees in providing safe, therapeutic, and effective patient care and support.

The parties further agree that implementation of new technology should support clinical decision making which allows bargaining unit employees to focus on key aspects of their professional responsibilities, including the individualized assessment and care of each patient. In addition, new technology will not place any employees’ license in jeopardy.

The Employer shall notify the Union prior to implementation of new technology or modifications to existing technology that materially affect the working conditions and practice of bargaining unit employees, and at the Union’s request will engage the appropriate Regional Professional Practice Improvement Steering Committee to ensure that the technology is implemented in a manner consistent with these principles.