

ENHANCING THE LIVES OF CRNAs



A STEP FORWARD FOR COLLABATION

As many of you know, my love for this profession runs deep. I also believe strongly in Kaiser's mission. By utilizing our talents with a collective voice, we can continue to build our profession, ensuring exceptional care for our patients. Joining UNAC/UHCP will prioritize collaboration over antagonism, foster accountability for both labor and management, and pave the way for the adoption of best practices throughout the region. Although embarking on new beginnings can be daunting, I am confident that these steps will elevate KP to become a leading employer for CRNAs in this region and across the nation. My aspiration is to retire from an even stronger Kaiser. I invite you to use your voice to make that happen.

Danny Bell, CRNA

Kaiser Permanente Vacaville Medical Center



ADVOCATING FOR OUR PATIENTS

I was initially hesitant to become a unionized health care professional due to my own misconceptions, but after researching UNAC/UHCP, I saw that our goals align. After nearly seven years at Kaiser, I know having a voice is crucial for us to effectively advocate for ourselves and our patients. With UNAC/UHCP, we can make it a reality.

Regina Jowza, CRNA

Kaiser Permanente Roseville Medical Center



ADVANCING OUR PROFESSION TOGETHER

I believe in Kaiser Permanente's mission to provide high-quality, affordable health care. With 26 years of practice at Kaiser and my family's trust in the care, CRNAs have been integral to Kaiser's 75-year history. However, recent challenges in scope of practice, job security, and compensation have arisen. Many CRNAs, including myself, feel that forming a union with UNAC/UHCP is necessary to address these challenges. Through collective bargaining, we can work together with Kaiser to achieve our shared goals for success.

Kevin Smith, CRNA

Kaiser Permanente San Leandro Medical Center

JOIN US
If you want to learn more about joining UNAC/UHCP, please contact a CRNA organizing committee member or UNAC/UHCP at CRNA@unacuhcp.org.



UNITED NURSES ASSOCIATIONS OF CALIFORNIA/
UNION OF HEALTH CARE PROFESSIONALS
955 OVERLAND COURT, STE. 150
SAN DIMAS, CA 91773
ADDRESS SERVICE REQUESTED



WE ARE CRNAs UNITED:

VIGILANCE FOR OUR PATIENTS AND OUR FUTURE



UNITED NURSES ASSOCIATIONS OF CALIFORNIA/
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NUHHCE, AFSCME, AFL-CIO
REPRESENTATION AUTHORIZATION
PLEASE COMPLETE ALL INFORMATION



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ADDRESS				APT.
CITY			STATE	ZIP
HOME EMAIL				
SERVICE AREA				CITY
HIRE DATE	SHIFT STATUS <input type="checkbox"/> DAY <input type="checkbox"/> EVE. <input type="checkbox"/> NIGHT		UNIT/DEPT.	CLASSIFICATION (PT, OT, ST, ETC)

I hereby authorize United Nurses Associations of California/Union of Health Care Professionals, to represent me as my exclusive Representative for the purpose of collective bargaining; concerning wages, hours of work and other conditions of employment.

SIGNATURE _____ DATE _____
For information please call in confidence 800-762-5874
01/2020

By signing this card, I am showing Kaiser that I want a union and when 50 percent plus 1 of us sign cards, Kaiser has agreed to recognize the union. When that happens we will become union members and we will have a direct voice through the union and through the Kaiser Labor-Management Partnership in the operations of both our union and our workplace.

OUR CONCERNS

Certified Registered Nurse Anesthetists (CRNAs) are an essential and valuable resource to health plan members of Kaiser Permanente. Lately, we’ve become concerned due to inconsistent practices, working conditions, and compensation. Limited pay adjustments over the years have left us trailing behind our peers outside Kaiser. We have persisted in our attempts to collaborate with The Permanente Medical Group (TPMG) on these important issues.

It’s time for us to unite and work with TPMG on decisions affecting our practice. Coming together and unionizing is vital to reach our goals:

- **Advocate for our practice:** Create a sustainable workplace where we can fully care for our patients.
- **Advance our role:** Increase our leadership within hospitals, especially in the context of a nationwide anesthesia shortage.
- **Insist on fair pay:** Collectively bargain for a competitive and transparent pay structure.
- **Secure benefits and positions:** Safeguard our benefits and positions within Kaiser Permanente.
- **Maintain local autonomy:** Keep the flexibility to serve patients at each clinical site effectively.

We all share common goals; forming a union with UNAC/UHCP is a powerful way to achieve them. We urge you to actively participate in upcoming discussions. Together, we can create a workplace that recognizes our value and enhances patient care.



WHY WE CHOSE UNAC/UHCP

WHO IS UNAC/UHCP?

UNAC/UHCP is made up of more than 35,000 organized health care professionals in California and Hawaii. UNAC/UHCP grew out of a dream: Health care professionals representing health care professionals, guided by transparent, accessible, and democratic governance. UNAC/UHCP empowers health care professionals, improves the quality of care, and provides economic and professional advancement.

WHAT HAPPENS WHEN WE JOIN?

We become members of UNAC/UHCP and begin negotiating an enforceable contract that allows us to better advocate for our profession and provide the best care for our patients. Within UNAC/UHCP, we will elect officers from our ranks and take seats on the governing bodies of the larger union.

WHAT HAPPENS WHEN WE SIGN A CARD?

Signing a card is a yes vote to join UNAC/UHCP. After 50%+1 CRNAs sign cards, we become members of UNAC/UHCP and begin the process of bargaining our first contract.

We will elect our own local CRNAs to be our representatives on our bargaining team. This team will use responses to a bargaining survey sent to all members to gain insight into our priorities to be addressed at the bargaining table. Our bargaining team and a UNAC/UHCP negotiator will then sit at the bargaining table with Kaiser management as equals to negotiate our wages, benefits and working conditions.

ONCE A CONTRACT IS JOINTLY AGREED UPON BETWEEN KAISER AND OUR BARGAINING TEAM:

The contract is then presented to every member to be voted upon. If the majority of votes cast are no, then the bargaining team will continue negotiating until an agreement is reached. If a majority of votes cast are in favor, then our contract goes into effect.

UNAC/UHCP VICTORIES

Other California health care professionals won a strong contract after joining UNAC/UHCP.

- **Collaborative Problem-Solving:** At Kaiser, we tackle challenges collaboratively, drawing on frontline expertise for proactive solutions. We established advanced practice and workload committees to help improve working conditions and patient care.
- **Strong Contracts:** We secured a strong first contract for the rehab therapists in Northern California that significantly improved compensation and safeguarded crucial health care and retirement benefits. Furthermore, this milestone has empowered us to advocate effectively for the rehabilitation practices within KP.
- **Ending Wage Inequality:** We have ensured wage equality across Southern California, while also protecting and enhancing health, pension, and retiree benefits across all KP contracts.
- **Educational Benefits:** We have secured an additional \$15 million for the Ben Hudnall Memorial Trust, expanding higher education benefits, which include income replacement for class work or study time and tuition assistance.
- **Growing Our Ranks:** Since 2018, a total of nine units, representing over 4,000 health care professionals across ten disciplines, including pharmacists, rehab therapists, and health educators, have chosen to join UNAC/UHCP. Most recently, nearly 600 physician assistants at Kaiser Permanente in Northern California have also become part of our growing family.
- **Legislative Advocacy:** We sponsored California legislation that would improve access for nursing students to clinical placements and strengthen enforcement of state-mandated nurse-to-patient ratios in California.

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