

## BARGAINING UPDATE #8

We reached a **new Tentative Agreement (TA) on Article 22/Item 16 - Safety and Health**. This important agreement ensures strong protections for healthcare professionals by placing the responsibility on the employer to maintain a safe and healthy workplace. The TA requires the employer to provide necessary resources to protect frontline workers against infectious diseases, such as providing personal protective equipment (PPE), and establishes safeguards against workplace violence.

We also gave management the following proposals:

- Article 26 - Association Leave of Absence and Access Rights
- Article 8 - Corrective Action and Discipline
- Article 17 - Leaves of Absence
- Article 13 - No Strike / No Lockout
- Item 19 - Courtesy - Union Counter Proposal
- Item 13 - Professional Liability Coverage - Union Counter Proposal

We received management's counterproposals on:

- Article 10 - Probation and Employee Evaluations
- Item 19 - Courtesy

Management rejected our proposal on Item 15 - Standard's Preserve.



### UPCOMING BARGAINING DATES

Let's show our unity and strength! Wear your UNAC/UHCP T-shirt or a blue T-shirt on the days we have contract negotiations.

**Saturday, September 6**  
**Wednesday, September 17**  
**Wednesday, September 24**



If you have questions or concerns, please reach out to a bargaining team member or email [ProfessionalsUnited@unacuhcp.org](mailto:ProfessionalsUnited@unacuhcp.org). Find bargaining updates at [unacuhcp.org/2025-bargaining](https://unacuhcp.org/2025-bargaining).

UNITED NURSES ASSOCIATIONS OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS (UNAC/UHCP)  
REPRESENTS OVER 40,000 MEMBERS IN CALIFORNIA AND HAWAII

