

BLUE NATION VS. KAISER: THE REAL COMPARISON

UNAC/UHCP's Blue Nation bargaining team is pushing for **safe staffing, fair wages, and real respect** for health care professionals. Kaiser rejected critical proposals that protect patient care.

UNAC/UHCP

Recognition pay for health care professionals when the employer fails to meet agreed-upon staffing ratio.

Guaranteed break relief nurses and adequate ancillary staff on every shift — written into **enforceable staffing matrices**.

Outline **Internal Registry**

Increased **Wage Grids**

Three levels for **Advanced Practice Providers**

KAISER PERMANENTE

REJECTED

REJECTED

IN CONSIDERATION

NO RESPONSE

NO RESPONSE

Safe staffing and fair pay aren't perks — they're the foundation of patient safety and sustainable healthcare. Without enforceable staffing and fair compensation, patients wait longer, care suffers, and Kaiser's workforce is pushed beyond safe limits.

Together, we'll keep pushing Kaiser to do what's right: protect patients, respect the professions, and settle a fair contract.