

# SAN MARCOS MEDICAL CENTER (SMMC)

## UNFAIR LABOR PRACTICE STRIKE

Together We Win



[unacuhcp.org/ready](https://unacuhcp.org/ready)

## KNOW BEFORE YOU GO

Negotiations have stalled because Kaiser management has refused to return to the bargaining table. In response, we have called a strike to demand that Kaiser negotiate in good faith to reach a fair contract—one that protects patients, ensures fair wages and economic security, and upholds respect and dignity for nurses and health care professionals. **Our strength lies in our unity and our commitment to quality patient care.**

### THE BASICS

Here's what you need to know.

**WHO:** All UNAC/UHCP members covered by the 10-day notice to strike—including all new hires, or on probation, or employed under a work visa—are protected under federal law when participating in a strike.

**WHAT:** An unfair labor practice (ULP) strike with picket lines at Kaiser San Marcos advocating for safe staffing and quality care.

**WHEN:** ULP strike (withhold your labor, do not go to work) starts 7:00 AM on Monday, 1/26/2026. Week 1 Picket Schedule: Monday, 1/26 - Wed., 1/28: 7a - 12p. Friday, 1/30, 9a-1p.

**WHERE:** Join us on the picket line at Kaiser San Marcos Medical Center  
360 Rush Dr, San Marcos



**BE PART OF THE THE LARGEST STRIKE OF REGISTERED NURSES AND HEALTH CARE PROFESSIONALS THIS YEAR!**

### SIGN UP FOR A PICKET SHIFT

Invite your family and friends to show power and unity on the picket line! Scan the QR code or visit [unacuhcp.org/ready](https://unacuhcp.org/ready) to sign up and see the latest information, including picket line locations and schedules.



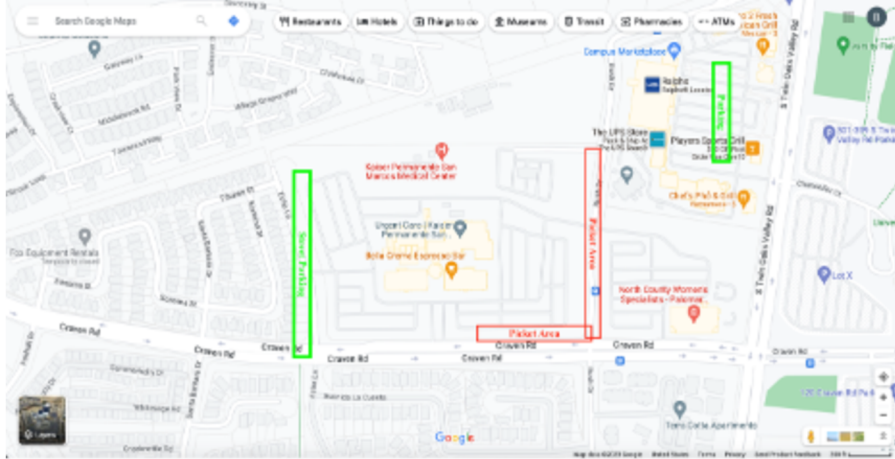
### SOCIAL MEDIA

Show our power! Post your strike ready and picket line photos and videos on your social media accounts. Tag @unacuhcp in your posts. Our hashtags are #UNACUHCP and #TogetherWeWin.

# ULP STRIKE LINE: KNOW BEFORE YOU GO (Continued)

## Kaiser SMMC

- Please park in the garage structure next to the San Marcos library at 2 Civic Center Drive, San Marcos - the shuttle will arrive every 15 minutes



## RESTROOMS

We will have a porta potty onsite

## WHAT TO WEAR

Wear your UNAC/UHCP apparel, but don't forget to include comfortable clothing and shoes. Bring a hat, sunscreen, umbrella, a bottle of water, and anything else you might need to stay comfortable. Bring a folding chair if needed. Please check the weather forecast to prepare accordingly.

## FOOD AND BEVERAGES

Snacks and water stations will be available at the picket locations. We encourage members to potluck or donate to the line, if able. Please plan accordingly.

**SEE YOU ON THE PICKET LINES STARTING 0700 ON JANUARY 26, 2026!**

