

SAN MARCOS MEDICAL CENTER (SMMC)

UNFAIR LABOR PRACTICE STRIKE

Together We Win



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 to sign up and see the latest information, including picket line locations and schedules.



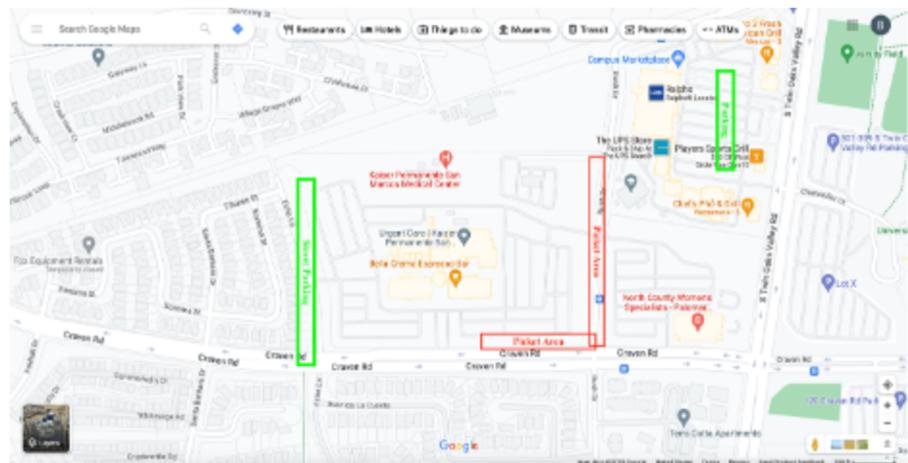
SOCIAL MEDIA

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!

