WHAT WE'VE WON STANDING TOGETHER. JOIN US!

BUILDING POWER

UNITED TO BUILD A BETTER WORKPLACE & HEALTHIER WORLD

WE ARE UNAC/UHCP: OVER 42,000 NURSES AND HEALTH CARE PROFESSIONALS UNITED FOR OUR PATIENTS, OUR COMMUNITY, AND OUR PROFESSIONS.



UNITED FOR QUALITY PATIENT CARE

UNAC/UHCP has amplified the voices of health care professionals across Northern California, Southern California, and Hawai'i. By joining together, therapists have secured critical workplace improvements while preserving the best aspects of their clinic culture. In a union, health care professionals have gained the collective power to address their workplace priorities, such as:

- **WAGE INCREASES THAT RECRUIT AND RETAIN QUALIFIED STAFF** through the establishment of a wage grid that includes guaranteed step increases and yearly across-the-board raises
  - Rehab therapists at Sharp Chula Vista won a contract with an average wage increase of 33% over the life of the contract
  - Rehab therapists at Kaiser won average wage increases of 20-28% over the life of the contract
- **JOB PROTECTIONS:** Contract language to protect workers in case of layoffs
- **A STRONGER VOICE FOR PATIENT CARE:** Workload committees that allow members to sit with management as equals to discuss patient care in relation to manageable workloads
- **DOCUMENTATION TIME:** a minimum of 5 hours of admin/documentation time per week
- **PROTECTED WORKFORCE:** per diems (employees who opt out of benefits) receive a differential of up to 20%
- **SHIFT REPLACEMENT AND SCHEDULING:** mechanisms to give members a better work-life balance



NORTHERN CALIFORNIA REHAB THERAPISTS



SOUTHERN CALIFORNIA REHAB THERAPISTS



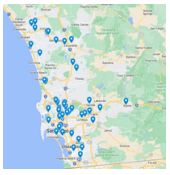
Being part of a union gives us a **voice in our workplace**. **Patients get better care** as a result. Join UNAC/UHCP so that we can be stronger advocates for our patients and our profession.

What UNAC/UHCP union members have:

- **Strong contracts**, including historic wage increases and job protection provisions
- A seat at the table to **advocate for quality care**, with contracts that have created systems for frontline staff to provide strategic input to management regarding workflow and patient care
- Collective bargaining agreements with provisions that value health care professionals' **years of service**
- Over **3,000 rehab therapists** in Northern California, Southern California, and Hawai'i
- Bargaining agreements with Sharp Chula Vista, Maui Health System, and Kaiser Permanente
- A Membership Matters Academy, the nation's only **union residency program** for health care professionals
- Power to **sponsor and pass legislation** to protect health care professionals



JOIN UNAC/UHCP IN CALIFORNIA AND HAWAI'I





Physical Therapists
Occupational Therapists
Speech Pathologists
Recreation Therapists
Registered Nurses
Case Managers

Certified Nurse Midwives
Physician Assistants
Optometrists
Staff Educators
Patient Educators
Nurse Practitioners

WOC Nurses
Acupuncture Providers
Audiologists
Health Educators
Registered Dietitians
Pharmacists

