

NUHW, DON'T DENY

NUMBERS DON'T LIE!

Health care professionals are second-class citizens in NUHW and undervalued at Kaiser Permanente. Our health care professional colleagues, the UNAC/UHCP-represented Optometrists, have continually make strides in their contract. The longer we wait, the more we give up. We can't afford to waste another 12 years on lost wages, fruitless strikes, and takeaways with NUHW.

IMPACTS OF NUHW NEGLIGENCE: CUTS TO EARNING POTENTIAL		
2015-2023	UNAC/UHCP OPTOMETRISTS	AUDIOLOGISTS, LEVEL II
1 Year		
2023 Salary Difference	\$195,068	\$142,218
	\$52,849	
8 Years		
2023 Salary Difference	\$210,808	\$146,557
	\$64,251	
13 Years		
2023 Salary Difference	\$213,325	\$146,557
	\$66,769	

*All salaries include wage steps and lump sum payments

Enough is enough. Health care professionals need access to consistent and reliable union power by joining over 24,000 Kaiser Permanente health care professionals in UNAC/UHCP. We need to end the disrespect and negligence and lies by **LEAVING NUHW.** Our patients and our families can't afford anymore.



We can't afford another contract with NUHW. Let's join UNAC/UHCP.