

# We Did it! We are UNAC/UHCP!

Over 1,300 Physical Therapists, Occupational Therapists and Speech Therapists of Kaiser Permanente Northern California Rehab were recognized as the newest members of UNAC/UHCP, the premier union for health care professionals in California and Hawaii.

## What Does This Mean?

As Northern California Rehab professionals, we now have a voice and the strength of more than 24,000 Kaiser Permanente RNs, pharmacists, midwives, PAs, optometrists and other health care professionals, which includes rehab therapists in Kaiser Southern California and Hawaii. UNAC/UHCP will support us every step of the way as we work toward securing our first contract.

## Next Steps

We will immediately prepare for bargaining with Kaiser Permanente. We will be calling for meetings with therapists to discuss and plan our next steps. To prepare for bargaining, we will need to conduct a bargaining survey to determine our priorities and elect our bargaining team that represents the service areas and disciplines for NorCal Rehab. This process will involve all of us coming together.

We aim to improve our working conditions and protect our benefits in writing using our current working conditions as the starting point for bargaining.

With the added stress of the on-going COVID-19 pandemic, it is essential that we have a voice and a contract to secure our future at KP the same way our fellow therapists at KP Southern California rehab have won protections. We now have the ability to collaborate with Kaiser Permanente as equals to find solutions during this time of crisis.

**If you have any questions, please contact us at  
Therapist@unacuhcp.org**



**"Now is the time to come together, secure what we have and achieve our common goals. Unionizing is our best way to use our collective voices to**

**advocate not only for our profession, but most importantly, for our patients. We need to ensure that as a health system, we consistently provide the best care for our patients. Let's work together to make Rehab at Kaiser the best it can be and raise the bar for our colleagues outside of Kaiser."**

*-Julie Asanuma, PT, DPT, Senior Physical Therapist, Kaiser Permanente, Neurologic Rehabilitation*



**"Our choice to come together in solidarity is borne out of our love and passion for our profession and our patients. This vote to partner with**

**UNAC/UHCP is the first step in making informed choices for each one of us moving forward.**

**By raising our collective voice and standards in Rehab, we are now charting the future of Rehabilitation Services in KP."**

*- Terry Kim, PT, Clinical Specialist, Kaiser Permanente, Oakland Occupational Health Services*



**"We are now a union! This union was created by us, made up of us, and has the support of a well-established alliance of other health care**

**professionals.**

**I feel more confident than ever that we can better advocate for ourselves and our patients as we navigate the ever-changing health care system ahead. I look forward to standing side-by-side with everyone as we move toward bargaining."**

*- Sage Weaver, OT, Inpatient Occupational Therapist, Kaiser Permanente, East Bay*

