

# SRS nited

For our Patients and our Future

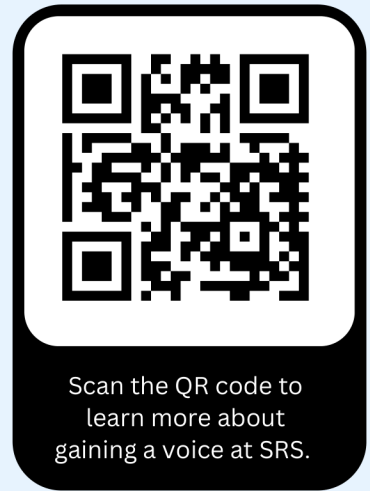


# UNAC/UHCP

## A UNION OF HEALTH CARE PROFESSIONALS

UNAC/UHCP has raised workplace standards for 35,000 members across California and Hawaii, including Physician Assistants, Nurse Practitioners, Certified Nurse Midwives, Registered Nurses, and many other classifications of health care professionals. UNAC/UHCP members have fought for and won:

- Greater fairness by establishing a **transparent pay scale** with **guaranteed step increases** and **yearly across the board raises**,
- Improved health care benefits, such as **no-cost employee health care** for employees and dependents at Kaiser Permanente,
- A **voice** in the workplace by establishing workload committees to discuss **manageable workloads**,
- **Historic wage increases** at an average of \$20/hour for thousands of Sharp HealthCare Registered Nurses,
- **Retirement benefits** with a defined pension, 401(k), and retiree medical insurance at Kaiser Permanente,
- Industry-leading **professional development** to support continuing education and career advancement.



### A VOICE IN THE WORKPLACE

UNAC/UHCP has represented APPs in Southern California since the 1980s.



Before the union, our administration worked the NP/PAs like doctors, but treated us like clerical staff. Now that we are part of UNAC/UHCP, we are more respected and protected as a work group.

Our workload is now more fair and appropriate, and we are able to speak up and take care of our patients without fear of retaliation.”

**DONALD COBBLER, PA**  
Kaiser Permanente - San Diego, CA



# UNITED FOR QUALITY PATIENT CARE



Since unionizing with UNAC/UHCP in July, the Northern California PAs at Kaiser Permanente have already felt the benefits. By joining the union, we gained protections against non-consensual changes to our working conditions and schedules.

Our membership is excited that we finally have a voice for our profession. We now have the power to shape our scope of practice and our future.”



**STEPHANIE SPEIZER, PA**  
Kaiser Permanente - Redwood City, CA



Being part of UNAC/UHCP has opened my eyes to the immense power of collective action.

I have discovered a sense of security in the way I practice and care for my patients, knowing that I have a strong union behind me. We fight for one another to provide the best place to work and the best care for our patients.”

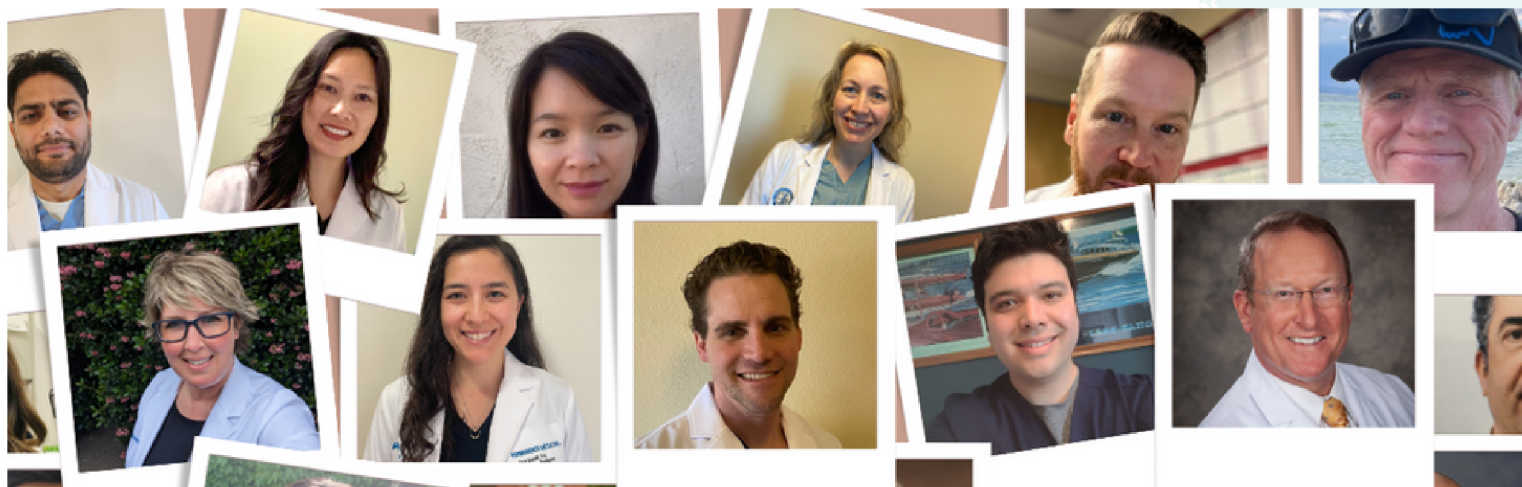


**MIRNA SAAVEDRA, CNM**  
Kaiser Permanente - San Marcos, CA



I used to work at a non-union facility where my job was not secure. Now, thanks to my union contract, I have better protections, pay, benefits, and work life balance. I am so thankful for our union.”

**BRENDA GUERRERO, PA**  
Kaiser Permanente - San Diego, CA



**JOIN THE MOVEMENT** In July of 2023, nearly 600 Physician Assistants at Kaiser Permanente Northern California voted to join UNAC/UHCP.

UNITED NURSES ASSOCIATIONS OF CALIFORNIA/UNION OF HEALTH CARE PROFESSIONALS

UNAC/UHCP REPRESENTS over 35,000 MEMBERS IN CALIFORNIA AND HAWAII



@UNACUHCP