

**What happens to the contract we just ratified if we decertify and join UNAC?**

The terms of the contract would remain in place while a new round of contract bargaining begins between UNAC and Kaiser on another contract that would take the place of the contract that has just been ratified. Kaiser would be under no obligation to keep any of the provisions we just won.

**What would be at stake in the new contract?**

Negotiations would start from scratch. There are numerous provisions in our contract that are superior to UNAC's, including our performance bonus. There's no guarantee that these provisions would remain in a contract negotiated by UNAC. One change that would definitely occur would be that our performance bonuses for 2023 and 2024 would be tied to Kaiser cutting 1.5 percent to its payroll cost for our bargaining unit since that agreement applies to all unions in the Alliance including UNAC.

**Wouldn't UNAC have more clout at the bargaining table because it has more members and is part of the Alliance?**

Not necessarily. When Recreational Therapists joined UNAC nearly a decade ago, UNAC negotiated a contract that set the wage scale for new hires at 60 percent of the pre-existing wage scale. Also, the UNAC and Alliance contracts run through 2025, so Alliance members would not be able to take any actions to support mental health workers in negotiations.

**Could we win back the pension for people hired after 2015 if we join UNAC?**

UNAC has never won pensions for Kaiser employees that didn't have them. When the pharmacists in Southern California joined UNAC, Kaiser refused to provide pensions for pharmacists who were hired with 401k plans.

**Would our union dues go up under UNAC?**

Part-time employees would pay about \$45 more per month because UNAC charges a flat fee for dues under its charter. While a typical part-time employee would pay on average \$56 per month in dues to NUHW, that would increase to approximately \$100 per month under UNAC. Per diem employees would pay nearly \$23 more a month.

**Did UNAC win extra PPE for registered nurses during the pandemic?**

No. During the early days of the pandemic when there was a shortage of PPE, Kaiser, like most hospital companies, had to ration PPE. Registered nurses were given priority, not because UNAC advocated for them, but because they were in close contact with COVID-positive patients.

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**I STAND WITH MY COWORKERS IN THE UNION WE'VE BUILT TOGETHER**



Sign the petition at [wearenuhw.org](https://wearenuhw.org)

**Did UNAC achieve a victory with its 2021 contract?**

The agreement UNAC signed was essentially a status quo contract. The wage increases were similar to past contracts, but it did include any improvements, and UNAC agreed to tie the performance bonus for 2023 and 2024 to Kaiser being able to cut its payroll expenses by 1.5 percent. This means that in order to receive the maximum bonus, UNAC will likely have to allow Kaiser to reduce staffing to meet the cost cutting threshold.

**Is UNAC a transparent union?**

UNAC does not update its members about what transpires at every bargaining session, nor does it provide every detail about what has been negotiated. UNAC members voted on their contract having never been told that their performance bonuses for 2023 and 2024 would be tied to Kaiser being able to cut costs in their bargaining units by 1.5 percent.

SoCal Pharmacists, on their own website, mention that UNAC staff reps signed an agreement with KP without their knowledge and even after they said no.

**4. Agreeing that UPSC officers have NO role in the bargaining process**

- Never consulted, approval never sought, nor informed of the signing of backroom deals
- Even after saying **NO** multiple times previously to the working manager language, the staff reps signed the agreement with KP without our knowledge.
- Future officer bargaining will continue to be ignored—**NO** different from the Guild which we *decertified*

**HOW WILL THE ELECTION WORK?**

The election will be conducted by mail. The National Labor Relations Board (NLRB) will start mailing ballots to eligible employees on Friday, June 24, 2022.

Based on the stipulated agreement from 2020 that all parties signed, employees eligible to vote in this election are those employees employed during the payroll period ending April 18, 2020 and are currently still in the bargaining unit.

Any employees who believe they are eligible to vote and did not receive a ballot in the mail by Friday, July 1, 2022, as well as those employees who require a duplicate ballot, should communicate immediately with the NLRB by calling its Region 21 office at (213) 894-5254.

Voters **must** sign the outside of the envelope in which the ballot is returned. Any ballots received in an envelope that is **not** signed will be **automatically void**.

**All ballots will be counted by NLRB’s Region 21 office on Tuesday, July 19, 2022 at 10am, which means that ballots need to be received in the Region 21 office before then in order to be eligible.**