

WHAT WE'D LOSE WITH UNAC

Our contract. We would have to go back into bargaining and negotiate a new contract. Everything we won in our new contract would be back on the table, including:

1. **Our raises**
2. **Our \$3,000 performance bonus**
(UNAC's performance bonuses are lower, and for 2023 and 2024, they are contingent on Kaiser cutting the overall cost of its bargaining units by 1.5 percent, which likely means lowering staffing levels.)

Our stewards. In NUHW, we have trained volunteer leaders who we can trust to inform us of our rights and help us resolve issues with our managers.

Our Regional Professional Practice Committees. Our committees are where we have successfully established new guidelines and benchmarks for covid safety and attainable incentive plan metrics, and where we can have discussions with management about fair work flows and scheduling practices.

Our voice and our vote. In NUHW, we can focus on our concerns and set our agenda. Everything we try to win in our contract is based on how we vote. And no information is withheld from us. In UNAC, we'd be a tiny division of a nurses' union that isn't focused on our professions and doesn't care about the issues we face.



"I wouldn't have survived early pandemic life without NUHW. I don't want to lose the good representation I get from my NUHW stewards or the benefits of the contract that we just signed. We're making good progress as NUHW. There's no reason to give that up and go right back into bargaining."

ROOHE AHMED
Health Educator
Baldwin Park



**I STAND WITH MY COWORKERS
IN THE UNION WE'VE BUILT TOGETHER**
Sign the petition at wearenuhw.org

NUHW