

UNAC/UHCP Strike Basics



UNAC/UHCP stands for **United Nurses Associations of California/ Union of Health Care Professionals**

UNAC/UHCP represents nearly **21,000 Kaiser Permanente workers** (registered nurses, pharmacists, midwives, physical therapists, and other health care professionals) in Southern California. (Strike authorized on October 11)

UNAC/UHCP represents more than **1,500 Kaiser Permanente workers** (pharmacists, physical therapists, and other rehab professionals) in Northern California and Hawaii. (Strike authorized on October 28)

As required by law, health care unions such as UNAC/UHCP must give employers a 10-day notice before work stoppages can begin.

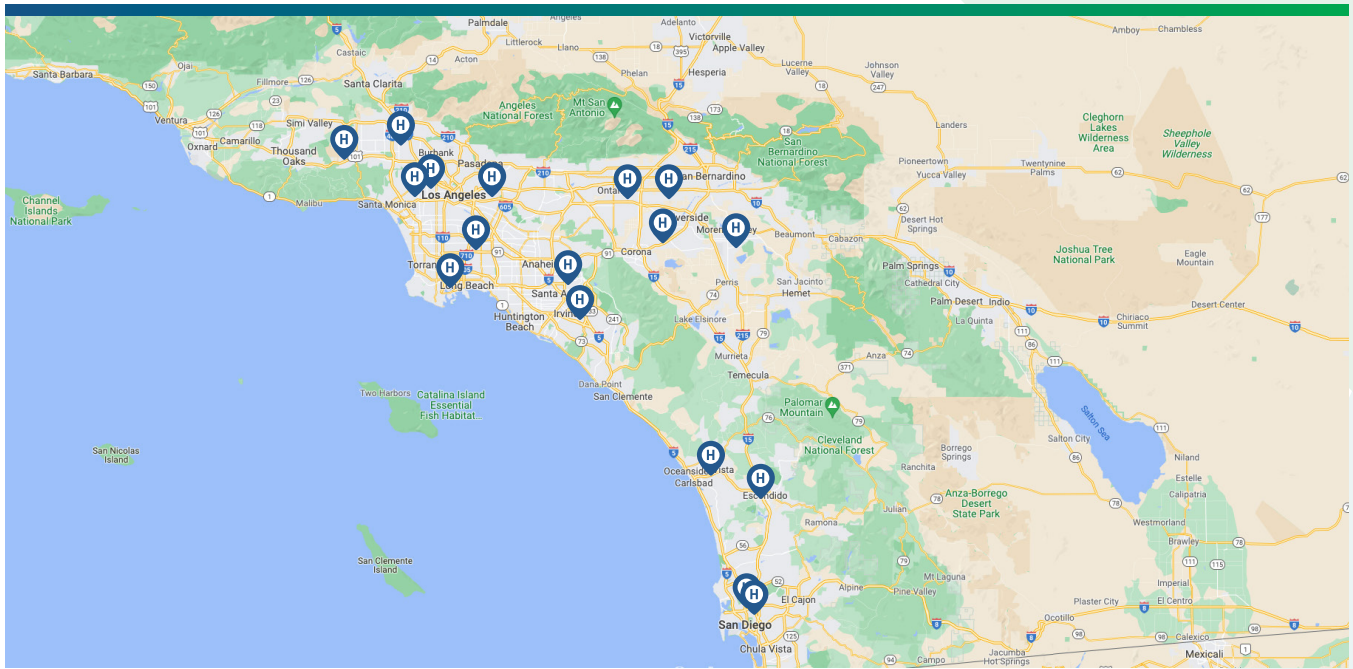
- » **On November 4, UNAC/UHCP delivered a 10-day notice for southern California facilities**
- » **Strike in Southern California will begin Monday, November 15, 7:30 a.m. Pacific Standard Time**

» The strike would affect 366 facilities in Southern California:

- + Hospitals and medical centers in Anaheim, Antelope Valley, Baldwin Park, Downey, Fontana, Harbor City, Irvine, Los Angeles, Ontario-Vineyard, Panorama City, Riverside, San Diego, West Los Angeles, and Woodland Hills
- + Hundreds of clinics, quick-care clinics in Target stores, and medical office buildings from Bakersfield down to San Diego and from Los Angeles out to the Inland Empire.

» **Strike notice has not yet been given for Northern California and Hawaii**

7,400 members of United Steelworkers (USW) Local 7600 in southern California and 3,400 members of the Oregon Federation of Nurses and Healthcare Professionals (OFNHP), AFT have also given a 10-day notice to begin a strike on the same day as UNAC/UHCP, for a total of nearly 32,000 workers on the West Coast.



Major Picket Locations

LOS ANGELES COUNTY

Baldwin Park Medical Center
1011 Baldwin Park Boulevard
Baldwin Park, CA 91706

Downey Medical Center
9333 Imperial Highway
Downey, CA 90242

Los Angeles Medical Center
4867 W Sunset Blvd.
Los Angeles, CA 90027

Panorama City Medical Center
13651 Willard Street
Panorama City, CA 91402

South Bay Medical Center
25825 S. Vermont Avenue
Harbor City, CA 90710

West Los Angeles Medical Center
6041 Cadillac Ave.
Los Angeles, CA 90034

Woodland Hills Medical Center

5601 De Soto Avenue
Woodland Hills, CA 91367

SAN BERNARDINO COUNTY

Fontana Medical Center
9961 Sierra Ave.
Fontana, CA 92335

Ontario Medical Center
2295 S. Vineyard Avenue
Ontario, CA 91761

SAN DIEGO COUNTY

San Diego Medical Center
9455 Clairemont Mesa Blvd
San Diego, CA 92123

Zion Medical Center
4647 Zion Avenue
San Diego, CA 92120

ORANGE COUNTY

Orange County–Anaheim Medical Center
3440 E. La Palma Avenue
Anaheim, CA 92806

Orange County–Irvine Medical Center
6640 Alton Parkway
Irvine, CA 92618

RIVERSIDE COUNTY

Riverside Medical Center
10800 Magnolia Ave.
Riverside, CA 92505

VENTURA COUNTY

TBD

KERN COUNTY

TBD

Why UNAC/UHCP registered nurses and health care professionals are exercising our right to go on strike

UNAC/UHCP members have made award-winning contributions to Kaiser's high-quality care at the bedside, in the clinic, the pharmacy, in the classroom, and in patient care management.

- » Kaiser Permanente is one of the nation's largest health care providers, but it wants to slash wages for the next generation of health care workers and depress the lifetime earnings of everyone who worked through COVID – putting high-quality patient care at risk.
- » Kaiser's proposed two-tier wage and benefits plan would deny new employees the same wages and benefits as long-standing employees, fostering division and increasing departures.
- » Kaiser is offering far less than the 4 percent across-the-board annual raises that we propose to keep qualified workers from leaving for better-paying hospitals.
- » Kaiser violated our long-standing partnership agreement with a flawed wage study designed to attack union wages.
- » Kaiser paid an outside firm to conduct a market survey that compared Kaiser Permanente, California's largest hospital system, to small rural hospitals, rehab nursing homes, non-union employers and an eight-bed hospital in a private affluent community, while failing to include comparable large health care systems such as Sharp, and the University of California. This wage study was skewed to say that our wages are higher than they should be.

- » Kaiser is using this analysis to unilaterally define – without labor input – what health care workers are worth. This move is a violation of our National Agreement and our longstanding partnership, where we have gathered data and made decisions jointly for 24 years, including a specific agreement reached in 2018 to conduct a joint market survey and meet to discuss measures to address the employer's concerns about affordability.
- » Instead, Kaiser seeks to make unilateral decisions that drive up costs, erode patient care and service, and exact a heavy toll on workers.

Kaiser Permanente has the resources to recruit and retain registered nurses and health care professionals

STEADY GROWTH

- » In the past three years, Kaiser Permanente grew by 591,000 new health plan members. Kaiser Permanente has more health plan members in California than its competitors: 9.2 million.
- » Kaiser Permanente has solid financial ratings because of the strength and diversity of its health plan membership.
 - + KP reported to Fitch Ratings that 65% of the nation's Fortune 100 companies contract with Kaiser for their employees' health care.
 - + No single employee or employer represents more than 5% of Kaiser Permanente's total health plan membership.
 - + Fortune 100 companies are not going to start-ups for the level of care their employees need and expect.

CASH ON HAND

- » Kaiser maintains at least \$44.5 billion in reserves.
- » Kaiser could run the current operation for nearly 200 days on this extra cash, well beyond what is typical for an organization of its size.
- » Kaiser would be #34 on the Fortune 500 list for all companies (ahead of Disney, Nike, Lockheed Martin) if it were a nonprofit
- » In the first year of the pandemic (2020), Kaiser made \$2.2 billion in sheer profit – even after returning more than \$500 million in federal relief funds for hospitals.
 - + \$2.2 billion in profit is equivalent to:
 - + \$69.76 per second
 - + \$4,185.60 per minute
 - + \$251,136 per hour
 - + \$6 million per day

A NATIONAL WEALTH GAP

- » The wealth of billionaires has soared 70% in the pandemic.
 - + [Americans for Tax Fairness and the Institute for Policy Studies Program on Inequality](#)
- » Nurses bore the brunt of the pandemic, and nearly 9 in 10 of them are women. At least 30% are seriously considering leaving the profession.
 - + [Press Ganey survey of 100,000 health care employees](#)

UNAC/UHCP registered nurses and health care professionals are at the breaking point with burnout and fatigue

BURNOUT

- » Health care workers across the country are in the 20th month of the unprecedented COVID-19 pandemic.
- » UNAC/UHCP found that 72% of our members surveyed – registered nurses, therapists, pharmacists, midwives and other health care professionals – struggle with anxiety and burnout.
- » 74% pointed to unsafe staffing as a source of their mental health struggles.
- » 42% reported depression; 45% reported trouble sleeping.
 - + [The True Cost of Being A Hero: Mental Health Strains in Nursing and Health Care](#) – a special UNAC/UHCP survey and research report

DEPARTURES

- » Resignations from health care and social services jobs reached unprecedented levels this summer.
- » Burnout and job dissatisfaction are resulting in nurses taking early retirements, moving to higher-paid traveling nursing positions, switching careers, or exiting the workforce entirely.
 - + [Fitch Wire](#) report

CHRONIC UNDERSTAFFING AND THE THREAT OF WORSE SHORTAGES

- » Even before the pandemic, we were physically and mentally fried: In 2016, burnout among critical care nurses was shown to be as high as 70%.
- » A 2018 report showed that 53% of pharmacists experienced at least 1 of 3 main indicators of burnout.
- » California will need nearly 200,000 new nurse professionals in 2030 but will be nearly 44,500 short. (U.S. Department of Health and Human Services)

HIGH-COST OF TURNOVER

- » Since the beginning of the pandemic, annual clinical staff turnover rates nationally have increased from 18% to 30%
- » Burnout costs the average hospital between **\$4.4 million and \$6.9 million** each year in turnover, recruiting, and training costs:
 - + Clinical nurse: \$60,000 to \$98,000
 - + Pharmacist: up to \$90,000
- » In a hospital with 3,000 employees, and a 20% turnover rate of employees with an average salary of \$65,000, the TOTAL COST OF TURNOVER is \$39 million.

TWO-TIER SCHEMES DECREASE SAVINGS AND FOSTER DIVISION

- » Kaiser Permanente corporate executives are aiming for concessionary two-tier wage structures.
 - + Kaiser Permanente's corporate executives want new hires to start at rates from 26% to 39% less than current workers doing the same job.
 - + Kaiser's proposal also reduces performance bonuses and pensions for all employees hired after 2023.
- » Two-tier wage systems spread in the Great Recession of the 1990s when unemployment was high, but moving new hires to a lower pay scale and scaled back benefits was not the magic bullet for ailing companies.
- » Now that companies are profitable and workers are in high demand, two-tier systems are even more unnecessary and counter-productive.
- » Employees subjected to a two-tier system experience a decrease in job satisfaction and morale in both tiers.
 - + [Two-Tier Wage Systems: A Costly and Extreme Wage Scheme with Dangerous Impacts on Patient Safety and the People Who Provide Care](#) – A UNAC/UHCP special report.

Who are the Alliance of Health Care Unions?

1. **Alliance of Health Care Unions** is a federation of 21 local unions representing 52,000 health care workers at Kaiser Permanente across the nation.
2. Alliance Unions have been in a **Labor Management Partnership** with Kaiser Permanente since 1997, the largest, longest partnership of its kind in the United States.
3. The **partnership brought mutual success for 24 years**: industry-leading pay and benefits, employment security, and a voice in Kaiser Permanente care delivery for Alliance workers AND years of health quality accolades, growing health plan membership, and tens of billions of dollars in reserves for Kaiser Permanente.
4. Last year in the height of the pandemic, Kaiser Permanente executives **violated our National Agreement** with a unilaterally planned and funded wage study. This flawed and inaccurate study is only meant to justify KP demands for a two-tier wage scale.
5. **Around 40,000** Alliance union nurses and health care workers are eligible to strike, because their contracts have expired. The rest of the alliance members are under contracts, which don't expire until next year.
6. On November 4, 2021, three of the Alliance's largest unions—UNAC/UHCP, USW (United Steelworkers) Local 7600, and OFNHP (Oregon Federation of Nurses and Health Professionals)—delivered the legally required **10-day** notice of a walkout. The strike will begin on Monday, November 15 and will be an open-ended strike (with no set duration or end date).
7. UNAC/UHCP has 21,000 members; USW has 7,400; OFNHP has 3,400 = 31,800 or nearly 32,00 who will begin striking on November 15.