

TAKE CHARGE: KNOW YOUR UNION CONTRACT



United Nurses Associations of California / Union of Health Care Professionals

The National Negotiations Begin March 6

This is the Contractual Agreement between the labor organizations participating in the Coalition of Kaiser Permanente Unions and Kaiser. The 26 Kaiser Unions in this Coalition represent 95,000 Union members working for Kaiser across the nation.

What is at stake during National Negotiations?

- Excellent Wages
- Sick Leave Benefits
- Time off Benefits
- Integrated Disability Assistance Programs
- Non Punitive Attendance Model
- Collaboration on Scope of Practice Issues
- Development of Workforce Plan for Kaiser Growth
- Trust Funds for Career Development
- Kaiser Paid Union Steward Trainings
- Budgeted Backfill for Staffing and Joint Staffing Processes
- Kaiser Paid Contract Specialists
- No Mandatory Overtime
- Systems of Safety in the Workplace
- Union Security or in other words, "Prevention of Lay-offs".
- Commitment to no sub-contracting of union work
- Non-punitive Process to correct behaviors or resolve issues
- Performance Sharing Program (PSP)/ each year of the contract
- Medical Care Benefits/Health Plan
- Retirement Benefits
- Long term Disability Insurance
- Joint Decision Making at the Unit/Department Level

Attend Negotiations

Plan now to attend negotiations occurring in Southern California as an observer. We expect bargaining this time to be difficult. We need you to participate.

March 6, 7, 8 - Radisson LAX

March 27, 28, 29 - Sheraton Gateway LAX

April 24, 25, 26 - Millennium Biltmore
Los Angeles

May 8, 9, 10 - Marriott Manhattan Beach

[Visit our new negotiations website beginning January 17, 2012](#)

<http://www.unacuhcp.org/bargaining2012> Take the UNAC/UHCP Survey.

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