Kaiser’s Southern California management has turned its back on Registered Nurses and Health Care Professionals. Kaiser’s blatant violation of our contract seniority provision and the implementation of reduction in force is a signal that Kaiser does not respect us as professionals. But this is only the beginning.

Here are the updated facts:

- We learned that when Kaiser implemented reductions in force in the rest of the country, they utilized the principle of seniority. *Only in Southern California did Kaiser management choose to ignore our rights.*

- After reviewing the affected list of employees, there are more than 80 Registered Nurses and Health care Professionals that have earned seniority within Kaiser that *should never have received a layoff notice in the first place.*

- A meeting was scheduled for April 23rd to negotiate the integration of seniority and EISA, but we were shocked to learn it has been canceled.

- Kaiser *continues to refuse* to provide information that we requested as part of our grievance on this issue.

What is taken from one of us can be taken from all of us. Each UNAC/UHCP Health Care Professional must take an individual stand in their department and across the region. This means UNAC/UHCP members in every Kaiser Hospital and every ambulatory setting need to protest Kaiser’s violations.

*It is imperative that every member take the following steps:*

1. **Do not participate in any labor/management activities.** Kaiser must understand that if they violate our rights we will not help them to achieve their corporate goals.

2. **Beware of Kaiser’s new tactic:** Kaiser is switching it up now. Across the region management is converting previous UBT’s into “newly named teams” trying to continue the work, using UNAC/UHCP members on these teams.

   Do not participate on these teams. You can maintain your excellent care without being on a team.

   We will return to LMP team work when Kaiser does the right thing. Being a professional means you take a stand on what is right for your patients, yourself and the future of your family.