

# BARGAINING UPDATE #28

## CALL FOR SOLIDARITY: MANAGEMENT PROPOSES TAKEAWAYS

We bargained last week as a **full team** on **Tuesday, September 7**. Then our negotiators met with management in-person at national bargaining on **Thursday and Friday**, seeking to resolve our outstanding issues, including economics. Our team is fighting for a fair contract that includes:

- Protection of our retirement and medical benefits
- Respect for our professions and the role we play in patient care
- Recognition for our professional experience and long-term commitment to our patients
- Appropriate workload and schedules that foster quality patient care and work-life balance

A contract built on these principles will improve our patients' lives, our own lives, and help build Kaiser Permanente.

The employer made an unacceptable group of proposals, including:

- Significant cuts to our pension and 401K contributions
- Wage proposals that undervalue our professions and fail to address existing wage disparities
- A wage grid that does not recognize experience or promote retention
- Splitting our disciplines, with different wage grids proposed for OT, PT and SLP
- Reduced medical benefits
- Reduced dental benefits
- Reduced retiree medical
- Earnings and career advancement limited for KPPAAC therapists
- An inadequate response to our serious concerns regarding workload

### Opportunity to Stand Together and Show Strength

Kaiser is showing their intent regarding our benefits, wages and working conditions. They have presented unacceptable proposals. Let's show them that we are strong and dedicated and will fight for what we and our patients deserve.

1. Talk to your CAT and bargaining team members about how to get involved and show management that we're not going to accept their takeaways.
2. Sign the petition calling for Kaiser to invest in patient care @ [investinpatientcare.com](https://investinpatientcare.com) and encourage your coworkers, family, and friends to sign as well.

**By standing together, we can show Kaiser that we won't accept their proposed takeaways.**

**When we stand together, we win.**

**SEE PAGE TWO FOR A COLLAGE OF MEMBER SUPPORT PHOTOS**

### We Have a Name!

We now have a name for our UNAC/UHCP affiliate, voted on by our bargaining team:

**United Therapists of Northern California (UTNC).**

# UNITED THERAPISTS OF NORTHERN CALIFORNIA (UTNC) BARGAINING UPDATE #28



**UNITED NURSES ASSOCIATIONS OF CALIFORNIA/UNION OF HEALTH CARE PROFESSIONALS**

UNAC/UHCP represents over 32,000 members in California and Hawaii

[unacuhcp.org](http://unacuhcp.org)

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of Rehab Together*