



TAKE CHARGE:

KNOW YOUR RIGHTS

United Nurses Associations of California/Union of Health Care Professionals United Pharmacists of Southern California

UNAC/UHCP UPSC wants to ensure that all our members are well educated on the benefits and rights that we have won over years of negotiating our contract. We urge all members to actively participate in continuing to build UNAC/UHCP to ensure effective advocacy for our patients, our coworkers, and our communities. Take Charge!

Hesitant to strike? Get the facts!

1) I am retiring soon. I won't be affected.

Retirement benefits are not set in stone. Our retirement benefits could be changed in future contract negotiations. Future pharmacists might think, "well you didn't stand up for me then, why should I protect your retirement benefits?"

2) The two-tier system won't affect me. As long as I'm still earning the higher wage, I'll be fine.

Same concept as above. Our wages could be affected during future contract negotiations. The two-tier system weakens the collective voice of the union and threatens future bargaining power. If the two-tier proposal is successful, what will the employer go after in our next round of negotiations.

3) I don't want to lose my job.

It's important to keep in mind that unity is our best defense. It would be virtually impossible for Kaiser Permanente to permanently replace all 24,000 UNAC/UHCP registered nurses and health care professionals. Federal law, Section 7 of the National Labor Relations Act, protects our right to strike. While we legally could be permanently replaced with rehire rights if the strike is an economic strike, by standing together, it would be virtually impossible for Kaiser to replace all of us.

4) I can't afford it financially.

We are making a short-term sacrifice to ensure our future in the long term. Start saving now. Sign up for the extra shifts. The financial loss from reduced wage increases for the rest of your career would be far more than the financial loss from several days of lost wages from a strike.

5) I need to take care of my patients. I can't leave them with no care.

We are doing this for our patients. The two-tier system would likely lower overall industry wage standards and could lead to worse staffing shortages. This would lead to delayed patient access and patient response time. Kaiser will be given a 10-day strike notice to make necessary arrangements for patient care so you are not abandoning your patients.

6) It's not professional and I am a good employee.

We are doing this for our profession. The two-tier system would make it harder to retain pharmacists, and recruit the next generation of health care workers.

7) Everyone else will strike and I will reap the benefits still.

Staying home or crossing the picket line sends the message Kaiser Permanente can continue the path of cheapening care, risking our licenses, and undoing all the progress we've worked to build together.