

TAKE CHARGE: KNOW YOUR UNION CONTRACT



United Nurses Associations of California / Union of Health Care Professionals

In 2011 UNAC/UHCP continues its commitment to make sure that all our members are well educated on the benefits, rights and guarantees 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 communities and our families.

Take Charge!

Our union negotiated the PSP Program to recognize the hard work that has made Kaiser Permanente the best place to work and to get care. In our 2010 National Agreement, we strengthened the connection between performance and reward even more. **The total available award amount was approximately \$2700 per employee.**

PSP is based on achieving goals in attendance, workplace safety, inpatient and outpatient services.

By working together to achieve the goals, we can share in Kaiser's financial success that we have helped create.

Summary of Payout Results for the 2010 PSP by facility Results

| Location | PSP Payout | Local Facility Results |
|---------------------|---------------------------------------|------------------------|
| Kern County | \$2009.13 | 73.58% |
| Antelope Valley | \$1816.95 | 66.54% |
| Downey | \$1804.51 | 66.09% |
| Panorama City | \$1716.38 | 62.86% |
| Woodland Hills | \$1546.05 | 56.62% |
| Baldwin Park | \$1529.31 | 56.01% |
| South Bay | \$1468.14 | 53.77% |
| West Los Angeles | \$1407.13 | 51.53% |
| Los Angeles | \$1377.14 | 50.44% |
| Riverside | \$1353.79 | 49.58% |
| Regional Operations | \$1302.54 | 47.70% |
| Orange County | KFH/HP= \$1269.14/ SCPMG=\$1063.55 | 46.48% |
| San Diego | \$1212.68 | 44.41% |
| Fontana | KFH/HP= \$1150.49/ SCPMG=\$1436.78 | 42.13% |

REPRESENTING
UNAC/UHCP
MEMBERS
AT KAISER



BAKERSFIELD



BALDWIN PARK

DOWNEY

FONTANA



ONTARIO VINEYARD

OPTOMETRISTS

ORANGE COUNTY



PANORAMA CITY

RIVERSIDE

SAN DIEGO



SOUTH BAY

SUNSET

WEST L.A.
WOODLAND HILLS