



# UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals

UNAC/UHCP is affiliated with NUHHCE, AFSCME and the AFL-CIO



955 Overland Court, Suite 150, San Dimas, CA 91773-1718

Telephone: (909) 599-8622

Fax: (909) 599-8655

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

November 27, 2012

Ben Chu

Kaiser Permanente

393 Walnut St., 7<sup>th</sup> Floor NE

Pasadena, CA 91188

Judith White

Business Administrator Operations-SCPMG

Kaiser Permanente

393 Walnut St., 7<sup>th</sup> Floor NE

Pasadena, CA 91188

Arlene Peasnell

Senior Vice President, Human Resources

Kaiser Permanente

393 Walnut Street

Pasadena, CA 91188

Dear Ben, Judy and Arlene,

Yesterday UNAC/UHCP Leadership and Staff met with close to three hundred local affiliate officers, stewards and affected members. The purpose of the meeting was twofold; 1) to educate them on Kaisers disrespect directed at this union and our members by failing to recognize our local contractual agreement; specifically Seniority in the event of a Reduction in Force and failure to comply with the spirit and intent of the Employment and Income Security Agreement 2) to provide direction to UNAC/UHCP leadership on how to respond to such disrespect.

As a result of our meeting UNAC/UHCP is withdrawing from participating in LMP activities until such time that this dispute has come to satisfactory resolution.

Below are listed activities we will not be participating in:

- 1) UBT's/DBT's
- 2) Attendance Reviews, Oversight Committee
- 3) Flu Vaccine Carts
- 4) Total Health Assessments
- 5) Local LMP Steering Committees
- 6) Workplace Safety, including safety rounds, safety observations
- 7) Union Ambassador Program
- 8) Practice Councils
- 9) LMP Training Activities
- 10) Rewards and Recognitions

This list is not meant to be all inclusive and we reserve the right not to participate in other LMP activities not listed.

In addition, we will continue to participate in contractulized meetings in our local agreement as well as file and process grievances to protect our members rights.

Sincerely,



Ken Deitz, RN  
UNAC/UHCP President

KD:     jw  
Cc:     Barbara Blake, RN  
          Bill Rouse  
          Barbara Lewis  
          Suzanne Delaney, RN  
          KP Staff Reps  
          Walter Allen  
          Sandy Wohler  
          Kathleen Melton  
          Chokri Bensaid  
          Debbie Watts  
          Roy Wiles  
          Lisa Demidovich  
          Richa Amar