

# UNAC/UHCP Members Demand Respect

**We built Kaiser into a healthcare giant.**

**In return, we expect Kaiser to respect our contract**, including its most fundamental element, seniority. Seniority protects our jobs, wages and benefits.

**But Kaiser has violated our contract, seniority and Employment and Income Security Agreement (EISA).**

## It's About Respect

Last year we stood together by the thousands in negotiations. **Now we must stand together again to demand that Kaiser respect our contract and our Union.**

**We must take action now to prevent further contract violations!**

***Details will be announced.***



## A Call to Action From Affected Members

*"This is a very big violation of our basic rights as a union. We need to send a very clear message that this is not right. Every single member needs to get active to fight for our rights. Watch your email. Contact your leaders. We have to put a stop to this. Get out there! Let's go!"*



—Cindy Klein, RN  
Kaiser Riverside, 14 Years

*"I'm angry seeing how Kaiser has treated us and our co-workers. It's time to step up. Be even more active than during negotiations. If you weren't affected directly, someone close to you was. If we don't step up now, who knows what Kaiser will do next."*



—Charmaine Morales, RN  
Kaiser South Bay, 5 Years

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