



UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals

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



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February 18, 2013

Dear Therapists,

Congratulations! On February 14th a neutral third party arbitrator confirmed that a strong majority of Southern California Kaiser Physical Therapists, Occupational Therapists and Recreational Therapists had signed an authorization card to be represented by UNAC/UHCP. Thanks to the dedication and hard work of your colleagues throughout the region you now have the opportunity to have a voice in the future of your profession. Now it is time to build on that achievement by electing a negotiating team to negotiate your contract. This is an important first step toward having an effective voice on the job.

The negotiating team will consist of seventeen (17) therapists, based on a representational model that ensures all work locations throughout Southern California are fairly represented at the negotiating table. Based on the latest list provided by Kaiser, ideally your negotiating team should consist of 13 PTs, 3 OTs and 1 RT, across the general work locations as follows:

Baldwin Park	1	Orange County	2	South Bay	1
Downey	1	Panorama City	1	West L.A.	1
Fontana/Ontario	2	Riverside	1	Woodland Hills	2
LAMC	2	San Diego	2	Regional RT	1

Team nominations will be conducted online at www.unacuhcp.org/negos_nomination. If you would rather submit a nomination via facsimile, please contact Vanessa Caballero at (619) 248-3319 for a paper nomination form. If you are interested in serving on the negotiating team yourself, or if you would like to nominate a colleague from your work location, please complete the nomination form. All nominations must be received by UNAC/UHCP no later than close of business Friday, March 1st. UNAC/UHCP will contact all nominated therapists to ensure that, if elected, they understand the responsibilities and are willing and able to serve on the negotiating team.

Once nominations are closed and we have confirmed interest among all nominees, we will be mailing ballots on March 5th so that you can vote on who you would like to represent you at negotiations. The election must be conducted by mail, and ballots must be returned by March 15th. On March 18th we will count the ballots and announce the negotiating team. Once selected, the team will be provided with training and we will request negotiation dates from Kaiser.

Negotiations will follow an interest based process and will be lead by Bill Rouse, Barbara Lewis, Kim Smith and Vanessa Caballero. Negotiations will likely be facilitated by a federal mediator to help ensure collaborative and effective negotiations. Negotiations can be a long process but we are hopeful to accomplish negotiations within 6 months.

Thank you for your participation as we move forward in building your union affiliate.

In Solidarity,
UNAC/UHCP