



# 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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Dear Staff Educator RNs,

Congratulations! On February 14<sup>th</sup> a neutral third party arbitrator confirmed that a majority of Southern California Kaiser Staff Educator RNs 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.

And here is some additional good news! Kaiser has agreed to “accrete” the Staff Educator RNs into the existing Specialty Care Nurses of Southern California (SCNSC) bargaining unit and their 2012-2015 contract. What this means is that you will be joining with 1,200 other Kaiser RNs located throughout the Southern California region, primarily case managers and patient educators, in protecting and advancing your profession. You will automatically be covered by the SCNSC contract negotiated last year, with some exceptions. Because we do not know what you are paid, we will need to bargain your wage rates and, perhaps, several professional issues that are particular to your work that are not covered by the SCNSC contract. As you may know, we eliminated merit pay and negotiated a wage grid for the SCNSC nurses based on KP tenure last year. The wage grid we negotiated may be beneficial to you as a group, but until we sit down with Kaiser to examine placing you on the SCNSC wage grid, we won't know. KP is open to placing you on the SCNSC wage grid, or some other wage grid, that provides meaningful, fair compensation.

To accomplish this work, you need to elect a negotiating team. The Staff Educator RN negotiating team should consist of four RNs, selected using a model that ensures broad-based representation across the Southern California region. This means that no single medical center can have two team members. Team nominations will be conducted online at [www.unacuhcp.org/RNnegos\\_nomination](http://www.unacuhcp.org/RNnegos_nomination). If you would rather submit a nomination via facsimile, please contact Sunny Barana at (619) 820-0208 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 1<sup>st</sup>. UNAC/UHCP will contact all nominated Staff Educator RNs 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 5<sup>th</sup> so that you can vote on who you would like to represent you. The election will be conducted by mail, with ballots returned by March 15<sup>th</sup>. On March 18<sup>th</sup> we will count the ballots and announce the negotiating team. Once your negotiations team has been selected we will request bargaining dates from Kaiser.

I will work with your team as the chief negotiator to ensure a successful, timely result. Thank you for your participation as we move forward in building your union affiliate. If you have any questions or concerns please email me at [bill@unac-ca.org](mailto:bill@unac-ca.org).

In Solidarity,

Bill Rouse  
Executive Assistant to the Officers  
UNAC/UHCP