



# Why We Need a Union Now



**UHS and Aetna are having a contract dispute. RNs at Corona, Inland Valley and Rancho Springs are caught in the middle.**

UHS has sent out letters like the one at right, warning of consequences if they can't work it out with Aetna and our hospitals get dropped from the Aetna network.

**For those of us with Aetna insurance, this could mean:**

- **New out-of-network co-pays, and**
- **Special referrals needed** to get treatment at our own hospitals, or
- **Additional travel** to other in-network providers

If UHS RNs had a real voice in what happens to us at work—through a Union and a contract—**we would fight to not let this happen!**

- **With a Union, management cannot change wages, hours, and other working conditions—including health insurance benefits—without negotiating with us.**
- **Under a Union contract that guarantees minimum levels of health benefits and coverage, management would not be able to unilaterally change coverage or carriers if it means significantly lesser benefits.**



## This is Why We Need a Union Now—At All Three Hospitals!

**For More Information, Call:**

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