

Corona Registered Nurses

You are the Union!



What is UNAC/UHCP?

UNAC/UHCP was founded on the idea of working nurses and health care professionals representing themselves—because no one else understands our working conditions and experiences better than we do. UNAC/UHCP continues to be a member-run and member-driven union.

When you join UNAC/UHCP, you form your own autonomous affiliate within UNAC/UHCP. Each affiliate:

- Elects its own Bargaining Team to negotiate its own contract (with professional support from UNAC/UHCP's Negotiations, Organizing, Representation, Legal, Research, Political Affairs and Communications teams).
- Adopts its own Constitution and Affiliate name
- Elects its own Officers, such as President, Vice President and Treasurer.
- Chooses its own Stewards to enforce its contract
- Selects its own representative to the Executive Council that governs UNAC/UHCP



“UNAC/UHCP gives us the tools to be independent, to create our own model for advocacy at Parkview, and to run our own affiliate our way. We couldn't do it without UNAC/UHCP and we encourage and support our fellow RNs at Corona as they fight for their Union rights.”

—Viera Daniels, RN, President
Parkview Registered Nurses Association

UNAC/UHCP

- Is run by union members elected to its Board of Directors and as State Officers
- Is governed by an Executive Council composed of one representative from each affiliate.
- Staff Representatives to support the affiliates who are themselves experienced nurses and health care professionals
- Has seen its members appointed to the California State Board of Registered Nursing, State Board of Optometry, and California Apprenticeship Council

To Learn More Or If You Need Union Representation

Contact Thor Causing at (909) 784-9739 | Thor.Causing@unacuhcp.org

Contact Penny Brown at (909) 263-9198 | Penny.Brown@unacuhcp.org

Visit United Nurses Associations of California/Union of Health Care Professionals online:
unacuhcp.org | facebook.com/unacuhcp | twitter.com/unacuhcp

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UNAC/UHCP Members Do Better

While the benefits of non-union health care professionals are under attack, those who have joined UNAC/UHCP continue to win increased wages, secure good benefits and improve their working conditions. **Compare for yourself:**

UNAC/UHCP Members	Non-Union Employees
Guaranteed annual raises	No guaranteed annual raises
Wages, benefits and working conditions are protected by a legal contract	Management can change wages, benefits and working conditions unilaterally
Benefits cannot be changed without negotiating with Union	Benefits can be changed at any time without input
A contract spells out how much each worker earns	No one knows how much anyone else earns. Disparate treatment and favoritism exist.
Unions negotiate raises for everyone. Members vote on it, and if they feel it's unfair, they may vote it down.	If you want a raise, you must plead your case to a supervisor or manager.
If you don't like something at work, you can work together with your union to change it.	If you don't like something at work, you are at the mercy of management.
Money for Education and Credentialing: Guaranteed Tuition Reimbursement Reimbursements for National Certifications	Education benefits are not guaranteed and subject to policy and unilateral change by management.
Just Cause and Grievance & Arbitration: Employees entitled to "due process" prior to any disciplinary action; with a formal process to dispute unjust or arbitrary discipline	"At Will" employment: can be unfairly disciplined or terminated for any reason at any time
Ability to sponsor policy legislation in Sacramento , such as Safe Staffing Ratios, to benefit patients and union members	Can only benefit from legislation sponsored by others
Staffing Medical Center Committees to address workload and professional concerns	Management always has final say