

WE DID IT!

WE ARE NCAL KP MIDWIVES: THE REVOLUTION WILL BE MIDWIFED!

We are thrilled to announce that Certified Nurse-Midwives at Kaiser Permanente in Northern California have spoken loud and clear with **an overwhelming 87% vote choosing to join UNAC/UHCP!**

THE POWER OF UNITY

This victory marks a significant milestone in the growing movement of health care professionals in Northern California joining UNAC/UHCP. First, Rehab Therapists paved the way, followed by Physician Assistants who are currently negotiating their first contract. Recently, the Certified Registered Nurse Anesthetists (CRNAs) joined forces, and now, the Midwives stand proudly with an undeniable commitment to strength in unity!

WHY UNAC/UHCP?

- **Collective Bargaining Power:** Secure the benefits and working conditions we deserve through collective bargaining.
- **Voice in Decision-Making:** Be an integral part of the decisions that shape our workplace and profession.
- **Solidarity:** Join a community over 35,000 health care professionals throughout California and Hawaii dedicated to supporting each other.

NEXT STEPS:

The journey has just begun! Now, as Midwives united under UNAC/UHCP, we'll work together to negotiate for better wages, improved working conditions, and the respect our profession deserves. Let's continue building a future where health care professionals thrive!

JOIN THE MOVEMENT:

To stay up-to-date on the upcoming bargaining or update your contact information be sure to explore our campaign website at: ncalcnm.com.



“I'm very excited to finally have a say in the future of midwifery at Kaiser Permanente in Northern California. We now have a voice in how we provide care to our patients and can work towards expanding to the full scope of our practice. This win could help create a pipeline to increase new midwives entering the profession.”

We are also able to improve our benefits and retirement security. For a long time, we have desired to be valued by Kaiser in a more substantial way, which will be evidenced by improved wages.”

MAGGIE PECCHIOLI, CNM
Kaiser Permanente Oakland



“By joining UNAC/UHCP, we now have the influence to advocate for fair pay, manageable workloads, and vital workplace protections, addressing historical gaps in nurse-midwifery representation for our patient population.”

The link between unionization and much-needed healthcare equity is undeniable. With enhanced pay equity and transparency, I'm eager to contribute to transforming Kaiser Permanente's midwifery into an appealing profession that authentically reflects our diverse communities, thereby improving health outcomes for BIPOC patients.”

JESSICA MARTINEZ, CNM
Kaiser Permanente San Leandro



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