



We're Forming A Union: Vote Yes UNAC/UHCP

Dear Certified Nurse-Midwife colleagues,

We are a small but mighty group of health care providers – over 150 strong – at Kaiser Permanente Northern California. We have collectively provided care that reduces C-section rates, improves patient satisfaction, enhances patient outcomes, teaches future midwives, and pioneers diversity, equity, and inclusion work at Kaiser.

We have fought time and time again for fair compensation, the ability to practice the full breadth of our scope and to bring the full richness of the midwifery model of care to the people we serve. We also seek professional respect and recognition for the value we contribute. We love our jobs and enjoy working at Kaiser. Nonetheless, we have no real strength to make our voices heard.

We are the final remaining group of advanced practice providers in Kaiser Northern California who are unrepresented and without a voice. We've sought clarity on our questions about unionizing. We are now confident that joining a union is the best way to protect our ability to provide excellent care. We now know we won't automatically give up our current benefits/pension, lose our autonomy over scheduling, or change our workflow on the unit if we unionized.

We believe the United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP) is the right union to represent us. No other union is better suited to address our unique needs as midwives and ensure our voice is heard. With UNAC/UHCP, we would bargain our own contract rather than join a master contract. This means we could protect our current benefits, maintain our existing practices, and finally get the compensation and working conditions we need to provide excellent midwifery care. UNAC/UHCP was part of the historic labor-management partnership (LMP or partnership) at Kaiser from the start. The ideal behind the LMP was that we can do better when we work together to provide the best care. Both labor and management have equal voices at the table. Our fellow Certified Nurse Midwives (CNMs) at KP Southern California, along with the PAs and CRNAs at KP Northern California, have all chosen UNAC/UHCP to represent them.

Today, a significant number of your fellow midwives would vote yes to join UNAC/UHCP. These numbers make a statement to Kaiser: We are organized and we are committed to making change. The benefits of unionizing with UNAC/UHCP include:



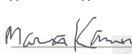



- Protection of jobs and benefits/pension. Due to our status as at-will employees, our jobs and benefits could currently be changed or taken away without notice.
- Bargaining to implement SB1237, legislation that allows CNMs to practice without physician supervision and work full scope for those who desire it.
- Bargaining for better wages and a transparent pay scale.

Every single Kaiser Northern California site has a member in the organizing committee. It is finally within our power to negotiate a contract with Kaiser that ensures we are protected, fairly compensated, and able to provide true midwifery care to our patients at one of the largest employers of CNMs in California. Partnering with UNAC/UHCP today means protecting and honoring the efforts of all the pioneering midwives who came before us and preparing the way for future generations of midwives ahead.

THE REVOLUTION WILL BE MIDWIVED!



 Neel Arant, OAK
 Kristen Barak-Park, SCH
 Liz Donnelly, DSA
 Leslie Espinoza, SSC
 Heather Hamlin, ROS
 Emily Hardy, RWC

 Esme Howard, DSA
 Johanna Jetton, SRO
 Maria Kammerer, RWC
 Amy Law, STR
 Maggie McCormack, OAK
 Jessica Martinez, SLN

 Elisabeth Niess, SRO
 Hannah Bronsky Peña, VAL
 Michelle Sai, MOD
 Katie Towers, ROS
 Rebekah Wheeler, SRO
 Rachel Yanda, DSA
 Tamira Zarza, MOD