

Open Letter to RN Colleagues at Kaiser Facilities represented by UNAC/AFSCME,

Your union, UNAC/AFSCME, is denying the rights of RNs at Kaiser Los Angeles Medical Center (LAMC) to DEMOCRACY. RNs at LAMC are currently in the process of switching unions and voting for California Nurses Association (CNA) representation. UNAC/AFSCME will also be on the ballot, but a supermajority of RNs at LAMC support CNA.

UNAC/AFSCME and Kaiser have both filed unfair labor charges with the National Labor Relations Board (NLRB) with the intention of holding RNs hostage and delaying our union election. Our election has been delayed by UNAC/AFSCME and Kaiser since October 2014!

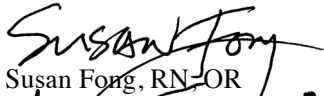
You may ask *why* Kaiser and UNAC/AFSCME, an organization which is supposed to support workers, would stop LAMC RNs from having an election. The reason is because neither wants RNs to be represented by CNA, which is the largest union for Kaiser RNs in the nation. Why does Kaiser prefer UNAC/AFSCME?

- UNAC RNs make between \$14-26 dollars an hour less than CNA RNs, despite working for the same employer, Kaiser.
- Kaiser and UNAC/AFSCME know that CNA RNs at Kaiser have one wage scale, and that Kaiser San Francisco RNs make the same amount as Kaiser Fresno RNs.
- CNA just negotiated a contract where new grads will make over \$60 dollars an hour in Fresno in 2017.
- CNA RNs at Kaiser have formed a partnership with their patients, not with Kaiser management, which Kaiser does not like.

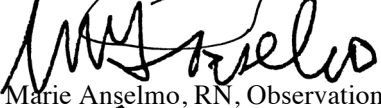
**We at Kaiser LAMC believe no Kaiser RNs deserve to be second-class citizens, and we should all have CNA wages, and a strong contract to benefit RNs and patients, so that we can properly advocate for our patients.** Kaiser and UNAC/AFSCME disagree and are working together to keep RN standards low. They are afraid that if LAMC RNs succeed in winning parity with the CNA RNs at Kaiser, UNAC members will start demanding the same standards.

**Please call UNAC at 800-762-5874 and tell them to withdraw all blocking charges,** charges that are preventing your nurse colleagues at LAMC from a fair and democratic election that will finally allow us to choose our union. Thanks for your help and we wish you the best as you fight for your patients at your hospitals.

Thank you,



Susan Fong, RN-OR



Marie Anselmo, RN, Observation



Belinda Mendoza, RN, L&D



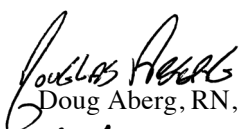
Violet Pineda, RN, Oncology



Aileen Mariano, RN, Stepdown



Arnie Blanca, RN, ICU



Doug Aberg, RN, Hospice & Palliative



Carol Taylor, RN, 6E



Marian Fortades, RN, PACU



Agnes Rodil, RN, Ortho



Lenore Tarver, RN, ASC



Sandra Hanke, RN, Peds



Maria Dela Cruz, RN, PICU



Lourdes Venturina, RN, ICSU



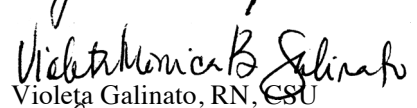
Marie Barnal, RN, PICC



Lida Hayrpatian, RN, Post Partum



Grace Cordovez, RN, Dialysis



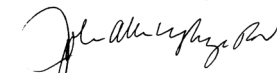
Violeta Galinato, RN, CSU



Tannisha Cohen-Green, RN, NICU



Marissa Zapanta, RN, NSU



John Reyes, RN, 6E



Tony Bacalso, RN, CCU



Marilyn Valdez, RN, Home Health