

WE DID IT!

WE ARE CRNAs UNITED: VIGILANCE FOR OUR PATIENTS AND OUR FUTURE

Kaiser Permanente Northern California's 400+ Certified Registered Nurse Anesthetists (CRNAs) have united with UNAC/UHCP, the leading union for health care professionals in California and Hawaii. **Out of 408 eligible**

CRNAs, 274 resoundingly voted "YES" to join UNAC/UHCP, reinforcing and unifying the CRNA profession.

Together, we can ensure that our voices are heard and that our future is secure.

WHAT DOES THIS MEAN?

As dedicated health care providers, we understand the importance of having a genuine voice and influence in the decisions that impact our patients and our profession. Now that we have a seat at the table to collaborate with TPMG and shape our future. With the support of 35,000 fellow UNAC/UHCP health care professionals throughout California and Hawaii, we can leverage decades of experience in elevating patient care and setting higher standards in our industry. We have the support and resources needed to negotiate a contract that best serves our interests. We are proud to have joined UNAC/UHCP. Collectively we will work to secure our first contract.

THIS IS JUST THE BEGINNING!

Here's what we plan to do in preparation for negotiations with Kaiser Permanente:

- Convene with CRNAs across Northern California to prepare for our next steps.
- Create a regional Bargaining Action Team (BAT) to support the negotiation process.
- Survey our members to determine our top priorities for bargaining.
- Elect a diverse bargaining team to represent our CRNA unit at the negotiation table.

Our aim is to enhance our working conditions, protect our benefits, elevate the quality of care we provide, and create opportunities for economic and professional advancement. Together, we are committed to a stronger and more secure future for CRNAs at The Permanente Medical Group (TPMG).



“Today marks a new beginning for CRNAs in Northern California, one that I trust will help TPMG once again become the foremost employer of CRNAs. Like all

new beginnings, some uncertainty may be present. However, by working together, we can achieve our ultimate goal: delivering the highest standard of care to each patient, every time. This achievement can become a reality now that CRNAs have a unified voice. Our unity remains our greatest strength.”

WILLIAM SANTOS, CRNA
Kaiser Permanente Sacramento



“As a CRNA at Kaiser in Northern California, I'm excited as we certify our union under UNAC/UHCP. This marks a historic milestone in our journey to unite and strengthen the CRNA community. Now, we can shape a future where CRNA voices are heard, our profession is valued, and our passion for patient care thrives. Let's stand united as we move towards a promising tomorrow. Together, we have the power to achieve epic things!”

ANNE PETTIBONE, CRNA
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