California Nurses Association
National Nurses United
OUR PATIENTS. OUR UNION. OUR VOICE.

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To the Physicians of the University of California,

As union nurses, we know what it means to organize for our patients, our profession, and the future of healthcare.

For more than 120 years, the California Nurses Association has built power through collective action because nurses understood that those closest to patient care must have a voice in the decisions that shape healthcare. Together, nurses have won landmark protections for our patients and our profession, including safe staffing ratios, stronger workplace standards, and the right of registered nurses to exercise independent professional judgment in the interests of those we serve.

These victories were not given to us. They were won because nurses organized nurses.

Throughout our history, we have learned a fundamental lesson: healthcare is strongest when frontline caregivers have a meaningful voice in the decisions that affect patient care. When healthcare systems are driven solely by administrative priorities or financial considerations, both patients and caregivers suffer. When healthcare workers are organized and empowered, patient advocacy becomes a force capable of transforming healthcare for the better.

We believe physicians are confronting many of the same challenges today. Increasing administrative control, growing workloads, erosion of professional autonomy, and decisions made without the meaningful participation of clinicians threaten both the practice of medicine and the quality of care patients receive.

For years, we have worked alongside unionized resident physicians represented by SEIU/CIR throughout the University of California system. We have seen physicians come together, build collective power, and strengthen their ability to advocate for their patients, their profession, and the future of healthcare. Their experience demonstrates that when doctors organize, they gain a stronger voice not only in their workplaces, but in the broader fight for a healthcare system that puts patients before profits.

That is why we support the physicians organizing with SEIU Doctors United.

Just as nurses built a movement led by nurses, physicians deserve an organization led by physicians—one that understands the realities of medical practice, defends professional

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autonomy, and empowers doctors to shape the future of healthcare at the local, state, and national levels.

We believe that nurses, physicians, and all healthcare workers share a common responsibility: to advocate for our patients and for a healthcare system that prioritizes care, dignity, and health over corporate interests. Our professions are distinct, but our struggles are often connected. When healthcare workers stand together in solidarity, our collective voice is stronger, and our ability to defend patients is greater.

We stand with you as you organize to build that voice, strengthen your profession, and advance a healthcare system that is accountable to the patients and communities we serve.

In solidarity,

*Maria Vivanco*

Maria D. Vivanco
UC Division Director
California Nurses Association