



NATIONAL UNION OF HEALTHCARE WORKERS

Dave Regan Continues His March Backwards with Our Contract

With the recent Northern California Pharmacy Agreement SEIU agreed to allow a full third of benefitted employees in the Pharmacy to give up their guaranteed hours. SEIU, also as usual, had side conversations during the bargaining where no members were present. SEIU agreed that:

- Up to a full third of the current benefitted Pharmacy employees will be affected by this change—many more employees will be affected than were given notice of job elimination.
- Current Full Time Employees may be required to take 24+ positions. When the Pharmacy is busy they will work their former full time schedule but when work is slow they can go down to 24 hours a week.
- Pharmacy workers will be required to travel to other facilities.
- Pharmacy workers will have their start times changed whenever it suits the Employer.
- On-call employees won't be needed as before because the benefitted workers have taken their place. Before, a part-time employee could say no to additional hours—Not anymore.
- The agreement is full of loopholes and easy for Kaiser to interpret to its advantage and disputes are not subject to the grievance procedure but are sent to some Committee.

With the Scare of Layoffs, Was this What Kaiser and SEIU Planned?

In bargaining in 2005 and in years past Kaiser has attempted to get this concession from us and we said no. SEIU has given away what we were always able to stop.

- How can benefitted workers make financial plans if they have no guaranteed hours?
- How can single parents plan for childcare?
- How can workers go to school?

This is all about the “F” Word = Flexibility

SEIU has now conceded to Kaiser that having a regular assignment with regular hours is a thing of the past. This will now be what happens in all the classifications hit by lay off notices. What Kaiser and SEIU want workers to say is: “I’m-just-glad-I-have-a-job.” How things have changed!! Kaiser is in charge and we are being flexed. It’s not about the economy. Kaiser has wanted this for years and now SEIU has agreed to flex us. Even SEIU says Kaiser has no economic problems. Kaiser and SEIU have flexed us. Yes the “F” word!!!!

Sign the petition and send these folks back to Washington DC.

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