

Would you want to work under SEIU's Stanford contract?

SEIU says if we stick with them, we'll get a contract like the one they just settled for at Stanford Hospital. Here's what they're trying to sell us:

| Issue | SEIU says... | The Facts |
|---------------------------|---|--|
| Wages | SEIU claims workers get an 8% raise. | Some workers could get only 2% over two years. The first year's 2% raise goes straight to SEIU in the form of dues. And step increases aren't guaranteed—they can be denied if "an employee's overall performance has been rated unsatisfactory." |
| Healthcare | SEIU claims workers will keep some employer-paid health insurance options. | No guaranteed health insurance. Workers could have to pay up to \$4,000/year to keep the same coverage in the same plan they had before. Union workers get only the same coverage the employer chooses to provide for non-union workers, and "the Employer may alter the coverage, rate of contribution, or the carrier" at any time. |
| Seniority | SEIU claims "priority for employees who bid for vacancies within unit and classification" | SEIU' contract says "the Employer has the right to select the best qualified candidate to fill a position," even if there is a qualified candidate with seniority bidding for the same position. |
| Retro Pay | SEIU doesn't mention retro pay. | Workers get no retro pay after working without a contract for over two years. |
| Subcontracting | SEIU doesn't mention subcontracting. | Anyone's job can be subcontracted, anytime the employer wants to. |
| "Management Rights" | SEIU doesn't mention the management rights clause. | Two pages of "management rights" language give the boss control over many issues that are guaranteed by other hospital contracts. |
| Layoffs and safe staffing | SEIU doesn't mention layoffs or staffing issues. | The employer can lay off staff with no restrictions. The employer can change staffing levels and job descriptions at any time. |
| Voting on the contract | SEIU claims workers voted "89%" for the contract. | The only workers SEIU allowed to vote on the contract were those who agreed to sit through an hour-long sales pitch by SEIU staff. Workers with childcare responsibilities or other commitments who couldn't stay were denied the right to vote. |



We Deserve Better.

Read the Stanford contract for yourself.

If SEIU staff won't give you a copy, visit www.NUHW.org/stanford.