

Our wages

the NUHW difference



It doesn't cost less to live in L.A. than it does to live in Manteca, or Modesto, or Fresno. We deserve the same as any other Kaiser employee in California. That's why I'm voting for NUHW!

— **Betty Lomax**, *Family Med, Kaiser West LA*

In our 2005-2010 contract—bargained by the proven negotiators and Kaiser workplace leaders who are now with NUHW—we began to close the wage gap between Southern California and Northern California.

The 2005-2010 contract included an additional 4.23% wage increase just for Southern California members.

What does this election mean for *our wages*?

Being stuck in SEIU means:

The wage gap between North and South gets worse! Because SEIU negotiated only the 3% raise that was already in the National Agreement, the gap between North and South will actually get even bigger. SEIU didn't propose any increases to close the gap.

Voting for NUHW means:

We bargain for a contract that builds on the precedent set by our 2005 contract. We stand for “**equal pay for equal work,**” and **negotiate** to bring Southern California Kaiser workers closer to the Northern California Kaiser standard. With \$2.1 billion in profits last year, Kaiser management can afford to pay us fairly.

Vote **NUHW**
NATIONAL UNION OF HEALTHCARE WORKERS

The *accountable* union that's focused just on Kaiser workers' wages, benefits, and job security.



NUHW
(NATIONAL UNION OF
HEALTHCARE WORKERS)



NEITHER



SEIU-UHW
(SERVICE EMPLOYEES
INTERNATIONAL UNION, UNITED
HEALTHCARE WORKERS -WEST)

The **\$14,000** Difference: **The wage gap between Northern California and Southern California Kaiser facilities is still over \$14,000 a year for many job classifications.**

Southern California
(Los Angeles - Orange County)

\$13.33/Hour

EVS Aide
Starting Pay

Northern California
(Fresno-Sacramento-Bay Area)

\$20.13/Hour

Yearly
Difference

\$14,000

Radiology
Tech II
5 Years

\$40.15/Hour

\$44.91/Hour

\$10,000

	April 2010 Start	Difference Hr & Year	5 Year / Step 6	Difference Hr & Year
Admitting Rep.	N - \$21.68 S - \$16.90	\$4.78/hr. \$9,942/yr.	N - \$24.61 S - \$21.98	\$2.63/hr. \$5,470/yr.
Med. Rec. Clerk II	N - \$20.00 S - \$16.03	\$3.97/hr. \$8,258/yr.	N - \$22.38 S - \$20.84	\$1.54/hr. \$3,200/yr.
Reception II	N - \$20.42 S - \$16.73	\$3.69/hr. \$7,675/yr.	N - \$22.95 S - \$21.77	\$1.18/hr. \$2,454/yr.
Kitchen Worker	N - \$19.90 S - \$13.06	\$6.84/hr. \$14,227/yr.	N - \$22.25 S - \$16.57	\$5.68/hr. \$11,814/yr.
Grill Cook	N - \$22.33 S - \$14.45	\$7.88/hr. \$16,390/yr.	N - \$24.64 S - \$18.79	\$5.85/hr. \$12,168/yr.
EVS	N - \$20.13 S - \$13.33	\$6.80/hr. \$14,144/yr.	N - \$22.29 S - \$17.87	\$4.42/hr. \$9,194/yr.

	April 2010 Start	Difference Hr & Year	5 Year / Step 6	Difference Hr & Year
Lab Asst. I	N - \$21.57 S - \$17.04	\$4.53/hr. \$9,422/yr.	N - \$24.64 S - \$21.13	\$3.51/hr. \$7,301/yr.
LVN II	N - \$29.16 S - \$21.61	\$7.55/hr. \$15,704/yr.	N - \$32.89 S - \$28.10	\$4.79/hr. \$9,963/yr.
Medical Asst.	N - \$21.05 S - \$17.56	\$3.49/hr. \$7,259/yr.	N - \$23.57 S - \$22.85	\$0.72/hr. \$1,498/yr.
Nursing Att.	N - \$22.12 S - \$14.75	\$7.37/hr. \$15,330/yr.	N - \$24.87 S - \$19.67	\$5.20/hr. \$10,816/yr.
Rad. Tech. II	N - \$38.74 S - \$33.00	\$5.74/hr. \$12,000/yr.	N - \$44.91 S - \$40.15	\$4.76/hr. \$9,900/yr.
Surgical Tech I	N - \$29.52 S - \$21.47	\$8.05/hr. \$16,744/yr.	N - \$33.43 S - \$27.93	\$5.50/hr. \$11,440/yr.
Respiratory Tech II	N - \$36.11 S - \$31.67	\$4.44/hr. \$9,235/yr.	N - \$42.03 S - \$40.71	\$1.33/hr. \$2,776/yr.

*Rates based on regular full time work and reflect 2% increase of March 2010
*All rates, North and South, can be found in the last contract book

Sueldos

La Diferencia—NUHW



“No cuesta menos vivir en L.A. que vivir en Manteca, o Modesto, o Fresno. Merecemos lo mismo que cualquier trabajador de Kaiser en California. Y es por eso que ¡votaré por NUHW!”

— **Betty Lomax**, *Family Med, Kaiser West LA*

En nuestro contrato del 2005-2010 negociado por negociadores experimentados y líderes de los sitios de trabajo de Kaiser quienes ahora están con NUHW empezaron a cerrar la diferencia en sueldos entre el Sur y el Norte de California.

El contrato del 2005-2010 incluyó un aumento adicional de sueldos de 4.23% sólo para los miembros del Sur de California.

¿Qué significa esta elección para *nuestros sueldos*?

El quedarse en SEIU significa:

Que la diferencia en sueldos entre el Norte y el Sur empeorará! Porque SEIU sólo negoció un aumento de 3% que ya estaba en el Acuerdo Nacional, la diferencia entre el Norte y el Sur seguirá haciéndose más grande. SEIU ni propuso un aumento para cerrar la diferencia.

Votar por NUHW significa:

Negociaremos un contrato que avance hacia delante basado en el precedente del contrato del 2005. Estamos a favor de **“paga igual por trabajo igual”** y **negociar** para apoyar a los trabajadores del Sur de California de Kaiser para que estén más cerca a los estándares de Kaiser del Norte de California. Con las ganancias de \$2.1 billones el año pasado, la directiva puede pagarnos lo que es justo.

Vote **NUHW**
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La unión *responsable* que se ha centrado sólo en salarios, beneficios y seguridad de trabajo de los trabajadores de Kaiser.



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Mga Sahod

Ang Pagkakaiba ng NUHW



“Hindi mas murang tumira sa L.A. kaysa tumira sa Manteca o Modesto o Fresno. Dapat kumikita kami ng kapantay ng sinumang empleyado ng Kaiser sa California. Yan ang dahilan kung bakit ako boboto para sa NUHW!”

— **Betty Lomax**, *Family Med, Kaiser West LA*

Sa ating 2005-2010 kontrata -- na ninegosyet ng mga subok na negosyador at ng mga lider sa iba't ibang gusali ng trabaho na ngayo'y para sa NUHW – naumpisahan na nating paliitin ang agwat sa sahod sa panig ng Timog at ng Hilagang California. Kasali sa 2005-2010 kontrata ang dagdag na 4.23% pagtaas sa sahod para lamang sa mga miyembro ng Timog California

Ano ang kahulugan nitong eleksyon para sa *mga sahod natin?*

Kung tayo'y mananatili sa SEIU:

lalala ang agwat sa mga sahod sa panig ng Hilaga at Timog California!

Dahil 3% lamang ang ninegosyet ng SEIU para sa dagdag sa sahod na naroon na sa Pambansang Kasunduan, sa katunayan, lalaki pa ang agwat sa panig ng Hilaga at Timog. Hindi naghapag ng mga dagdag ang SEIU upang paliitin ang agwat.

Ang kahulugan ng pagboto sa NUHW ay:

Magnenegosyet tayo ng kontratang nagpapatatag sa sinimula ng ating 2005 na kontrata. Tayo'y tumitindig para sa **“patas na bayad para sa magkapantay na trabaho” at nakikipagnegosyet** upang maiangat ang mga manggagawa ng Kaiser sa Timog California na mas malapit sa pamantayan ng Kaiser sa Hilagang California. Dahil kumita ang Kaiser ng \$2.1 bilyon noong nakaraang taon, kayang-kaya ng manedsment na bayaran tayo ng makatarungan.

Iboto ang



Ang unyong may pananagutan na nakatuon lamang sa pagpapahusay ng mga sahod, benepisyo at seguridad sa trabaho ng mga manggagawa sa Kaiser.



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