

NLRB puts it in writing:

Raises, PSP, and benefits are all
guaranteed by law
when we join NUHW

Read it for yourself:

On Aug. 26, the federal government officially charged Kaiser management with violating the law for trying to take back raises from NUHW Pros and RNs.

They said our raises and benefits are protected by law, and they'll make management pay up.

National Labor Relations Board, Case 21-CA-39296
Aug. 27, 2010 Notice

"...Respondents [Kaiser] failed to maintain the established terms and conditions of employment for employees in these three units... refusing to provide tuition-reimbursement... refusing to provide time for monthly shop-steward training... refusing to grant an April 1, 2010 wage increase...."

"The Acting General Counsel seeks an Order **requiring that the Respondent Permanente, Respondent Foundation and Respondents pay interest on any backpay or other monetary awards** on a compounded quarterly basis."



"SEIU lied to us about our raises and benefits because they wanted us to be stuck with them. But we all have the right to join NUHW, and our raises and benefits are guaranteed by law.

We're working together in NUHW to win back our pension, improve staffing, and stop SEIU's healthcare takeaway committee."

—LaNeta Fitzhugh, RN, Kaiser Los Angeles Medical Center

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)

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
Region 21

SOUTHERN CALIFORNIA PERMANENTE MEDICAL
GROUP; and KAISER FOUNDATION HOSPITALS

and

Case 21-CA-39296

NATIONAL UNION OF HEALTHCARE WORKERS

COMPLAINT
AND
NOTICE OF HEARING

National Union of Healthcare Workers, herein called the Union, has charged that Southern California Permanente Medical Group, herein called Respondent Permanente, and Kaiser Foundation Hospitals, herein called Respondent Foundation, and collectively called Respondents, have been engaging in unfair labor practices as set forth in the National Labor Relations Act, 29 U.S.C. Sec. 151, et seq., herein called the Act. Based thereon, the Acting General Counsel, by the undersigned, pursuant to Section 10(b) of the Act and Section 102.15 of the Rules and Regulations of the National Labor Relations Board, herein called the Board, issues this Complaint and Notice of Hearing and alleges as follows:

1. (a) The original charge in this proceeding was filed by the Union on March 30, 2010, and a copy was served on Respondent Foundation by regular mail on April 6, 2010.

Read the full text of the NLRB's charges
at www.NUHW.org/safe