

Can we afford *more of the same* from SEIU?



“SEIU is losing what matters the most—our wages, pensions, healthcare, and job security—and they keep losing *even when we have a contract.*”

If we want to keep what we earned, we have to take back our union with NUHW.”

—Lisa Tomasian, Radiology Tech, Kaiser Santa Clara

Our union was strong when it was run by members. We elected co-workers to represent us, and had experienced negotiators who bargained some of the best contracts in the healthcare industry. *Now, SEIU officials meet with our bosses behind closed doors.*

Here’s what we’ve lost in just one year with SEIU:

- ✗ **Kaiser Permanente:** Up to 25% cuts in lump-sum pension payouts, 1,300 layoffs, and full-time pharmacy jobs “flexed”—all needless concessions made even though our contract was in force.
- ✗ **Alameda Hospital:** Gave up fully paid family healthcare. Employees now pay more than \$2,200 a year for coverage that had been free for 40 years.
- ✗ **Stanford & Lucille Packard Children’s:** Two-year wage freeze. Employees now pay up to \$4,000 a year to keep their health plan.
- ✗ **Fresno IHHS:** Wages cut from \$10.25/hour down to minimum wage (\$8.00)—*less than minimum wage* after deducting SEIU’s dues.
- ✗ **Prison Health Services:** Employees must now pay the increased cost of their health insurance as the cost increases. By the end of the contract, they could be paying up to 25% of the premiums.
- ✗ **Daughters of Charity Health System:** One-year wage freeze. Higher healthcare costs for all and two-tier benefits for new hires. Now easier for management to lay off and change schedules.
- ✗ **Hemet & Menifee Valley Medical Centers:** Eliminated free health plan. Gave up the pension. Froze wages.
- ✗ **Pacifica Hospital of the Valley:** 5% wage cut for all SEIU members.
- ✗ **Sutter Alta Bates Summit Medical Center:** Two-year wage freeze. Eliminated free PPO health plan. Mandatory enrollment in “wellness” plan if employer decides your body mass index is “unsatisfactory.”
- ✗ **Hazel Hawkins:** Gave hospital the right to subcontract SEIU members’ jobs. Future wages will depend on boss’s evaluation of “merit.”



Vote NUHW for a strong, member-led union where healthcare workers win.

Visit NUHW.org or call (866) 968-NUHW

Sources:

- **Kaiser Permanente:** (1) “Letter of Agreement: Affordability and Transition Plan,” SEIU-UHW and Kaiser Permanente, August 4, 2009; (2) “Letter of Agreement between SEIU-UHW and Northern California Pharmacy Operations Kaiser Foundation Hospitals and Health Plan,” September 24, 2009.
- **Alameda Hospital:** (1) Deborah Stebbins (CEO of Alameda Hospital), “Recommendation for Approval of SEIU, Collective Bargaining Agreement” (Memo to Alameda Hospital’s Board of Directors), 4-20-09; (2) SEIU-UHW’s collective bargaining agreement with Alameda Hospital for term expiring April 2012, pages 34-37; (3) San Jose Mercury News article dated 4-30-09 in which Kerry Easthope (Alameda Hospital’s Associate Administrator) calls SEIU’s agreement that employees will pay for health insurance “a groundbreaking concession for a hospital to gain in the Bay Area.”
- **Stanford Hospital & Lucille Packard Children’s Hospital:** “SEIU-UHW Proposal to SHC/LPCH,” August 24, 2009.
- **Prison Health Services:** “PHS: Last, Best and Final Offer,” April 22, 2010.
- **Daughters of Charity Health System:** SEIU-UHW’s collective bargaining agreement with Daughters of Charity Health System for term expiring April 2012.
- **Hemet and Menifee Valley Medical Centers:** Valley Health System, “Press Release: VHS Board Approves Agreement with SEIU-UHW,” 6-17-09.
- **Pacifica Hospital of the Valley:** “Memorandum of Agreement between SEIU UHW-W and Pacifica Hospital of the Valley,” April 22, 2009.
- **Sutter Alta Bates Summit Medical Center:** (1) Tentative Agreement between SEIU-UHW and Alta Bates Summit Medical Center for term expiring 2012; (2) Alta Bates Summit Medical Center, “Wellness for Life,” April 2010.