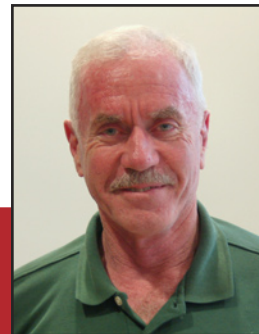


Epic FAIL

SEIU's Report Card

After 6 Months of Trusteeship:

GRADE	SUBJECT	NOTES
F	Workplace Democracy	Removed hundreds of stewards that we elected—from our executive board, from bargaining teams, and from their position as stewards—just for disagreeing with the new trustees. Suspended the constitution and bylaws that protect our rights as members
F	Representation at Work	Dozens of DFR (Denial of Fair Representation) charges filed by the NLRB against SEIU for refusing to represent members on the job
F	Collective Bargaining	Replaced elected leaders with handpicked bargaining teams that agreed to huge takeaways. Denied workers the right to elect their bargaining team, and even to vote on their own contracts.
F	Collective Action	Pickets at Daughters of Charity hospitals were announced without any vote or decision by workers. So few participated that SEIU had to bring in members from other facilities to make it look like workers were picketing.
F	Healthcare	Lowered Industry Standards by agreeing to the Boss' demand to no longer provide fully paid healthcare at Alameda Hospital.
F	Wages	Accepted 5% Wage cut at Pacifica Hospital. Workers will now make in 2010 what they made in 2007.
F	Retirement	Worked with Bosses to slash Kaiser employee's lump sum retirement payouts by a maximum of 15%. Eliminated entirely the 401K benefit at Valley Health Systems
F	National Politics	Reckless attacks on other unions have led to condemnation of SEIU by 26 international union presidents and dozens of local unions and labor councils
F	State Politics	Trusteeship of UHW led to the collapse of the SEIU State Council, which led to one of the worst budget defeats for SEIU members in California history- state workers get a 15% wage cut, homecare workers suffer \$226 million in service cuts



It's been six months since SEIU took over our union. Since then we've seen nothing but failure and takeaways. By uniting in NUHW, we can take back our union and build the strength we need.

- David Mallon
Kaiser Norwalk, Psychiatry

Our History of Strength, Our Future with NUHW

Workplace Democracy

Stewards and Executive Board Members were elected by our co-workers and were never removed for political reasons. NUHW will rebuild our steward structure.

Collective Action

Members voted and participated in every major decision that affected our jobs and our union. Without majority support from our co-workers we would have never been able to organize statewide strikes at Sutter and at Daughters of Charity. NUHW will involve members in a plan that gets us closer to winning.

Collective Bargaining

Together we achieved the highest industry standards in the nation through our contracts at Kaiser and at Catholic Healthcare West (CHW). United in NUHW we can continue keep moving forward, not backwards.

National Union of Healthcare Workers
www.NUHW.org | (866) 968-NUHW

