



# LAYOFF AGREEMENT

of Trustee Regan/Deputy Trustee Gorillo

# EXPOSED

## SEIU Has Nowhere to Run and Nowhere to Hide

**Mary Gorrillo Leaves—After Selling Out Workers** After destroying the Employment and Income Security provisions of our contract, Mary Gorillo who was supervised by Trustee Regan, is going home to Rhode Island. She is one of the many SEIU folks who have come and gone, not caring what devastation they leave behind and not knowing what they are doing while they are here.

**SEIU Representatives Try to Deny Reaching an Agreement with Kaiser on Layoffs** In a town hall meeting at Walnut Creek this week, a Kaiser worker, Lover Joyce, asked management point blank: “Did SEIU and Kaiser reach an agreement on Job Eliminations and the VSIP.” The response of the Service Area Manager, Ginger Campbell, was “Yes.” The SEIU representatives at the meeting held their heads down and didn’t say a word. The same thing occurred in the Steward Council meeting at San Jose Medical Center where management also verified that SEIU and Kaiser had been bargaining since June. And SEIU continues to deny that they reached this agreement.

**Out-of-State Trustee Regan Makes Empty Promise of No Layoffs. Is He in the Twilight Zone?** Trustee Dave Regan has promised members there will be no layoffs. Regan doesn’t hire or fire Kaiser workers, Kaiser does. Very few folks are going to take the inferior Regan severance package, which means very few vacancies will occur and Kaiser then will demand that the folks who got the notices be laid off after their transitional positions have ended. Also, on call workers in the affected classifications have been told by their supervisors they will no longer have a job after 60 days. Sounds pretty much like a layoff!!

**The Big Cover Up.** SEIU is asking workers to picket Kaiser against the Lay Off Agreement—the very agreement SEIU negotiated. SEIU is trying to cover up the fact that they have betrayed Kaiser workers by pretending to fight what they have already agreed to. We are not dumb. We know what SEIU is trying to do.

**Before the Trustees Took Over Our Union, There Was No Talk Of LayOffs—Now Kaiser is Control and SEIU Just Says Yes to Kaiser.**

**NUHW IS THE UNION WE CAN TRUST!**



# SEIU / Regan Layoff Agreement is a Sellout

Let's Compare Previous Agreements with  
SEIU's Sell Out Agreement:

Previous Agreements By NUHW Leaders	SEIU Regan's Layoff Agreement
1. <b>Training.</b> Extensive training for redeployment was provided.	1. <b>No Training.</b> No training is provided.
2. <b>Health Benefits.</b> Health Plan Benefits for Life were offered to workers with 15 years of service and 55 years of age.	2. <b>Health Benefits Greatly Limited.</b> Only workers 62 years or older will be offered health benefits.
3. <b>Jobs Within 30 Miles.</b> Workers were only required to take a comparable job within 30 Miles of their worksite.	3. <b>Jobs Within 45 Miles.</b> Workers are required to take a job within 45 Miles of their worksite or home or be fired.
4. <b>Taxes.</b> Severance paid out as Wages every Two Weeks with normal Taxes.	4. <b>Huge Taxes.</b> Severance paid as a Bonus with 43% taxes taken out.
5. <b>Worker Participation.</b> Elected Rank-And-File Workers bargained the Agreement.	5. <b>Secret Meetings.</b> No members Involved in the bargaining.
6. <b>Voting on the Agreement.</b> Members Voted on the Agreement	6. <b>No Vote.</b> No members were allowed to vote on this Agreement.
7. <b>Respecting Seniority.</b> When Vacancies occurred, Laid Off Employees got preference <u>after</u> the Benefited Employees in the Department.	7. <b>Super Seniority.</b> For vacancies, Laid Off Employees in the Region have seniority over all employees including employees in the Department.
8. <b>Information.</b> Members received copies of the Agreement before Management.	8. <b>No Information.</b> Members Learned about the Layoffs From Kaiser and not their Union.
9. <b>Career Counseling.</b> Career Counseling and Guidance were given throughout the Redeployment Process.	9. <b>No Career Counseling.</b> A few brochures were left on the Table regarding EAP—nothing else.
10. <b>120 Days To Make A Decision.</b> Workers were given 120 days to decide on a.) Training, b.) Severance, or c.) Transitional position.	10. <b>60 Days.</b> Workers are given 60 days to make a decision on a.) Severance or b.) Transitional Position. Training isn't even offered.
11. <b>Transitional Positions.</b> Kaiser was limited on what they could require workers to do in Transitional Assignments. Transitional Assignments only occurred at the worker's worksite.	11. <b>No Limit on Where or What a Transitional Assignment Is.</b> There is nothing in the agreement that limits what a transitional assignment is and where a worker can be assigned.
12. <b>No LayOffs.</b> In the past there were no layoffs and no one even talked about layoffs. There were no layoffs.	12. <b>SEIU Agrees on How to Layoff Workers.</b> SEIU and Kaiser are now partnering to layoff workers.

**NUHW IS THE SOLUTION!**