

Be Sure to Read the Fine Print

If SEIU will give it to you

In the past, our contract with Daughters of Charity has matched or exceeded the Catholic Healthcare West contract. In recent weeks we have learned that SEIU officials in Washington D.C. were having secret discussions with executives at the Daughters, several months before trusteeship, while the democratically elected bargaining team was at the table.

This explains why the Daughters attorney told us at the table they would rather wait for the trusteeship to bargain a contract because they thought they could negotiate a better deal with the inexperienced SEIU trustees from Washington.

Prior to trusteeship, hospital workers throughout UHW were united to raise standards throughout California.

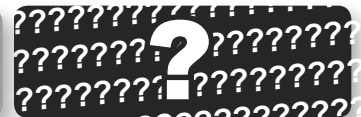
With democratically elected bargaining teams and a transparent bargaining process open to all members, we made huge strides at CHW. With SEIU reporting they are close to negotiating a deal with the Daughters, it's important to understand how any potential settlement compares to the CHW contract.

Catholic Healthcare West (CHW) Contract

DOCHS Contract

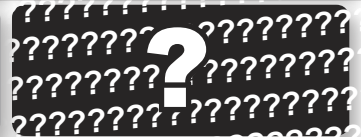
Statewide Contract

One Statewide contract with no management rights clause at any facility



Wages

Average increase of 26% over four years of the agreement, with full retroactivity to contract expiration date, May 1, 2008.



Job Security

Creation of a **supplemental unemployment fund** so that any employee who may be subject to layoff continues to receive 80% of their salary for at least six months.



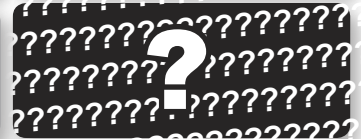
Health Insurance

NO TAKEAWAYS and a guarantee that the Employer cannot make any changes to the health plans without the agreement of the Union.



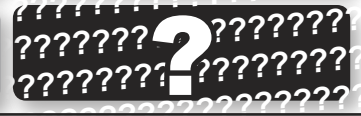
Union Rights

8 hours per month of **paid time for stewards**, and the creation of **contract specialist positions** that provides for greater representation at the worksite



Retirement with Dignity

Improvement in the pension plan and provision of retiree health insurance account



Contract Expiration

May 1, 2012



Since trusteeship, SEIU has refused to share complete copies of tentative agreements at a number of worksites. Before SEIU asks you to make a decision, be sure to request a complete copy of any and all tentative agreements (including secret side letters) so that you can make an informed choice.