

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

NUHW IS THE SOLUTION!