

SEIU-UHW Kaiser workers: *Membership Action Committee* (MAC) recommends

Kaiser-SEIU-UHW's TA is an insult to Kaiser workers and our communities and must be strongly rejected with a NO VOTE. The time is now to make a real fight to improve our working conditions, assert our dignity, and secure a prosperous future for ourselves and the next generation of healthcare workers.

Our union leadership is lying and trying to convince us that we've won a huge victory with this TA. If they mean a victory for Kaiser and not the workers, then they are correct. What this TA actually includes is: an insultingly low wage increase that maintains wage disparities between regions, allows Kaiser to dictate when and how to outsource and subcontract jobs for the benefit of "strengthening the company", does not hold Kaiser accountable for violations of contract and previous outsourcing, tries to force a change to mail prescription orders that eliminates warehouse jobs and will eliminate pharmacy jobs in the long run, that gives management the right to censorship over the union's political positions and undermines the union's democratic right to intervene in elections and influence legislation that would make healthcare a right and improve our labor rights, contains no staffing ratios whatsoever, *and absolutely no changes to the terrible working conditions in our job sites.*

Is the union leadership fighting for the workers or for Kaiser management? We pay dues to expect the union to represent workers' interests in bargaining negotiations, not to look after and facilitate the profit-making schemes of Kaiser.

Memorandums of Understandings (MOU's) undercut the contract, render the contract protections useless, and only serve management's abuse of power

Bargaining is supposed to hold management accountable for contract violations and abuses of management power and make significant improvements in our working conditions. This TA does nothing but absolve Kaiser of all the past contract violations, including outsourcing, and it opens the road for future similar and escalated aggressions. The TA is filled with "Memorandums of understanding," better described as "yes, no, maybe so" promissory statements whose main aim is to increase the already ample flexibility Kaiser has to defy the contract. These memorandums leave open the door for interpretation and for disputes to be solved between "external union-management partnership committees" that are not based on the actual contract rules.

VOTE NO

on the Tentative Agreement!

Reject the labor union/management pact to degrade the quality of healthcare and attack our rights as union members!

Send the bargaining team back to the table!

Union should stand with the workers, not management!

Now is the time to fight to improve our working conditions!

Join MAC! The Membership Action Committee (MAC) is a caucus of workers at Kaiser fighting for a new militant leadership for our unions. Join us! OPEN MAC MEETINGS: Saturday, Oct 5 from 2-5pm in main cafeteria & Monday, Oct 7 from 2-5pm in main cafeteria. (Look for us seated near the ATM.)

Email MAC.KPLAMC@gmail.com or contact Adam Lerman at 323.474.8222

Are we supposed to rely on promises from Kaiser? We are old enough to know we cannot place our futures on good promises from the very people who make our daily lives miserable. These memorandum statements only serve management to push beyond the actual contract and to excuse their violations of the contract and their attacks on workers. We need a TA that is clear and unequivocal in protecting our contract rights and restricts Kaiser's abuse of power. If we allow this TA to be enforced, not only will we be setting ourselves up to lose our contract protections on the job, but this will also set the standard for healthcare union contracts nationwide.

Union members and stewards cannot defend contract rights that do not exist in a union contract. Although some of our union leaders are glad to hold management's hand at the table to rely on the kindness of their hearts, most union members actually need written contract protections to defend our labor rights.

The SEIU leadership says we have won things that management has not actually agreed to in the written contract. This is pure dishonesty and plain wrong. Essen-

tially, we are allowing management to create a handbook to interpret the contract at will whenever they deem it necessary to break the rules that they supposedly agreed to.

National union leaders decry the shrinking unionized workforce over the last decades in America. At the same time too many of these same union leaders are facilitating management's campaign to weaken the unions. For those of us who have wondered why management continues to disrespect us at work and ignore the contract, why they push us to our limits of what is physically and mentally possible to accomplish at work, and why the union isn't fighting back, this TA is the clearest example of that. These kinds of agreements with a focus on an abusive partnership, rather than contractual gains, bending over backwards to leave contracts aside in favor of memorandums of understanding that place all power in the hands of management, and uses the union leadership as an extension of management to enforce all this crap is the reason why work sucks so much and unions are shrinking.

Voting no on this TA and preparing to

strike is the only way to put a stop to all of this and to finally make some lasting gains and strong union contracts.

Worker's strikes in the early 90's won significant gains for Kaiser workers, not an abusive partnership

For the last several weeks we have been preparing for the fight of our lives, finally seeing union representatives in our buildings and our union leaders condemning Kaiser's abuses of power and refusal to bargain. We voted almost unanimously, 98%, to go on strike to defend our rights and improve our working conditions. Now we are being told to forget the past, to embrace our abuser and accept no improvements to our working conditions and no guarantees of our contractual rights, in favor of "rebuilding the partnership." This is unacceptable. The partnership has yielded nothing for the workers. It has only increased the power of Kaiser management. We should not allow the union to hold back our anger, hopes and aspirations for ourselves and our families when we are close to winning.

SEIU leadership agreed to form a labor-management partnership with Kaiser in the mid-1990's in order to leave behind the period of the strikes that won the rights we still hold today, and to work with Kaiser management to improve their business finances at the expense of Kaiser workers. What the partnership did was to put the brakes on workers' struggles that could go beyond wages and benefits. SEIU leaders wrongly agreed, among other things, to freeze pay for 7 years and agreed to no more strikes(!) while allowing Kaiser to bend the rules on labor relations and to facilitate economic growth on the backs of workers with the help of SEIU leadership.

Fast forward 20 years later to now, Kaiser is making record profits with 36 billion in reserves, shattering their own numbers year after year. Meanwhile, year after year, job after job has been outsourced, Kaiser has continued to violate the contract, pay has remained stagnant despite rapid inflation, with work piling up for workers enforced by increasing management abuse through speed ups, impossible staffing, and vague disciplinary rules. This is not a relationship we can embrace, unless we want our jobs to be the next on the chopping block so more Kaiser executives can get their millions of dollars of salary while we starve. We must stand up to our abuser. We have more power and support on our side, the GM workers are showing this to be true with each day that their strike grows and GM weakens.

GM workers are exposing the fallacy of the "master-slave partnership"—the same applies to us at Kaiser

Thousands of GM workers on strike are heroes to every worker in America, unionized or not. Through their strike, UAW workers are exercising their power to alter the direction of this nation out of the dark days of labor concessions, the tremendous weakening of the unions, pervasive racism, immigration bashing and divisiveness that have left our nation a barely recognizable shadow of what it once was and what we want it to be.

GM workers helped bail out the auto companies during the last economic recession by sacrificing pay, benefits, agreeing to wage inequalities for new hires, and agreeing to not strike. They formed a partnership with management. The UAW leadership, like our SEIU leadership, then formed a so-called "labor-management partnership" with the GM management. Now GM is generating record profits with exorbitant salaries for their executives, while their workers struggle to live paycheck to paycheck, working under increasingly worsening conditions at the mercy of GM management. The GM workers' story is the Kaiser workers' story.

GM workers lead the way! A strike is the only road to victory!

Fifty thousand GM autoworkers are in their 3rd week of strike, their action has electrified the labor movement worldwide and has reminded us that workers can fight back against abuse and win without having to settle for crumbs. GM workers are inspiring the nation and are still on strike because they refuse to accept more concessions and understand that to change the balance of power and be able to improve the standard of living and working conditions for American workers, they have to exercise, now, their tried-and-true method of union struggle, the strike.

Kaiser's turnaround from not negotiating for over a year, breaking the contract, and carrying out an all-out anti-union campaign, to suddenly becoming "reasonable" is not a response to well-mannered negotiations overnight, but a turnaround out of fear of the power of massively popular strike by Kaiser health worker, in the context of an already inspiring and growing autoworkers strike. Kaiser executives understand they must give in certain concessions to appease workers now, in the interest of maintaining the horrid working conditions that make our lives miserable and generate unheard-of amounts of profits for the bosses.

VOTING LOCATIONS

Wed, Oct 2 Main Cafeteria 6am–8pm
Thu, Oct 3 Main Cafeteria 9am–8pm
Fri, Oct 4 Main Cafeteria 6am–5pm
Sat, Oct 5 Inpatient Nursing Floor 7am–5pm
Mon, Oct 7 Main Cafeteria 10am–8pm
Tue, Oct 8 Main Hospital Basement Conference Room 7am–5pm, Main or Breakroom 9am–4pm
Wed, Oct 9 Main Hospital Inpatient Breakroom 6pm–2am
Thu, Oct 10 Main Cafeteria 6am–8pm
Fri, Oct 11 Main Hospital Basement 7am–6pm, or Main Hospital Lab Conference Room 6am–6pm
Sat, Oct 12 Respiratory Dept. Conference Room 6am–10am
Mon, Oct 14 Radiology Dept. Conference Room 10am–5pm
Tues, Oct 15 Emergency Room Conference Room 7am–5pm

There is nothing in this Agreement that deals with our staffing issues, work overload, patient care, harassment on the job and other work-environment issues or getting management to actually respect us and our contract day to day on the job. We can win Strict Staffing Ratios for our Nursing Assistants. Our NAs should be assigned to a maximum of 8 patient beds each. Our patients are getting sicker and require more care every day. More and more patients require one on one sitters and we have to use our allotted NAs to cover them. We need additional NAs to meet this need instead of leaving our units short-staffed. We can also win smaller areas for EVS, Food and Nutrition, the Lab and other departments too.

SEIU-UHW President Regan said we didn't even fight for Staffing Ratios at the bargaining table because "it's a hard nut to crack" and "it's difficult to make progress" with management on this issue. That is exactly the reason we should Vote No and get back to preparing for a strike. If management won't budge on this most important issue for frontline workers, then we need to step up our action.

Kaiser rank and file workers must assert our leadership in action through a strike in order to win. We cannot trust our union leadership, on their own, to stop betraying the interests of workers just so they can feel important because they are sitting at the same table as management. UAW workers and those supporting them are drawing the line and so should we. Power is on our side.