

"TURBULENT TIMES" FOR WHOM?

Kaiser is conducting "Turbulent Times" forums in some parts of the state to push a message of "scarcity" and "hard times" so that providers and staff will accept sharp cuts to their benefits.

**Is there truth to Kaiser's claims?
Here are the facts.**

SKYROCKETING PROFITS

- During the first nine months of 2013, Kaiser recorded \$2.3 billion in profits.
- Since 2009, Kaiser has reported \$11 billion in profits, according to the company's financial statements.

LAVISH COMPENSATION FOR EXECS

- Kaiser's CEO pocketed \$11.4 million in 2012, according to tax returns.
- Kaiser's top executives enjoy nine separate pension, retirement, and deferred compensation plans.

Meanwhile...

SHARP CUTS

- In September, Kaiser cut health benefits for retirees and life insurance benefits for its non-unionized providers and employees, saving the wealthy giant \$2.3 billion, according to its financial statements.

PROPOSED CUTS

- Elimination of defined-benefit pensions.
- Drastic reductions in retiree health benefits, with greatly increased premiums.
- Increased co-pays for active employees.

CASH TRUMPS CARE

- Last June, Kaiser was fined \$4 million for lapses in mental health care due to inadequate staffing. It was the second-largest fine ever levied by the Department of Managed Health Care.

KAISER CAN AFFORD TO DO BETTER.



A message from your colleagues in NUHW



Gloria Villaseñor
Kaiser Optical



Clem Papazian
Kaiser IBHS



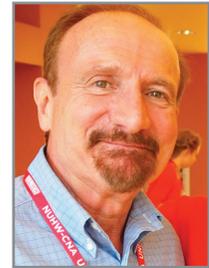
Turusew Gedebu-Wilson
Kaiser HPC



Elizabeth White
Kaiser Psych-Social



LaNeta Fitzhugh
Kaiser AFN



Sal Rosselli
President, NUHW

Dear Colleagues:

Kaiser has been taking its “Turbulent Times” roadshow around the state to convince us that the company is in trouble, and that we must sacrifice our benefits and retirement to ensure the company’s survival. They’re using the recession as an excuse to implement drastic cuts that will increase their already astronomical profits — more than \$2 billion a year and more than \$11 billion over the past five years.

Meanwhile, last June the company was slapped with a \$4 million fine for inadequate mental health care services.

NUHW members have remained united for three years while Kaiser has rejected our proposals to increase staffing, provide adequate care for patients, and improve working conditions for employees. It’s been a tough battle, and it’s not over yet. But by standing together, we can win a fair and equitable contract. Kaiser can afford to do better. Kaiser can afford to do right by its workers and patients.

— Gloria, Clem, Turusew, Elizabeth, LaNeta, and Sal