



**Gloria Villaseñor**  
Kaiser Optical



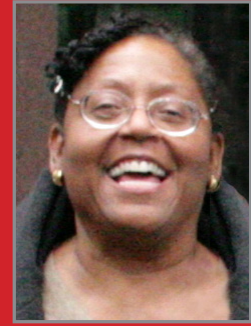
**Clem Papazian**  
Kaiser IBHS



**Turusew Gedebu-Wilson**  
Kaiser HPC



**Elizabeth White**  
Kaiser Psych-Social



**LaNeta Fitzhugh**  
Kaiser AFN

## To our colleagues in NUHW:

Over the past three years we have offered Kaiser many proposals for increased staffing, improved patient care, and better working conditions. But Kaiser has rejected them all out of hand while holding out for major cuts in three areas.

### HEALTH BENEFITS

Kaiser wants to reduce our health benefits by raising our co-pays. The basic co-pay would be increased from \$5 to \$20.

### RETIREMENT

Kaiser wants to replace the security of the defined-benefit pension plan with a 401(k) for all new hires. This will be the first step toward the eventual elimination of the pension for all of us. All employees will be left with a 401(k), meaning that our retirement will be at the mercy of the stock market.

### RETIREE HEALTH

Instead of the "active employees' health plan," Kaiser wants retirees to pay a premium for the Medicare program that Kaiser makes available to the public. Kaiser will supplement, in part, the cost of the monthly premium with a subsidy and a Health Care Reimbursement Account — but neither would be enough to account for the large co-pays of Kaiser's Senior Advantage program.

Despite the fact that Kaiser is enjoying record profits — \$11 billion over the past four years, according to the company's financial records — Kaiser claims it needs these cuts to "remain competitive." These are "Turbulent Times," they say, while giving top executives huge salaries and multiple pension and retirement packages.

**Kaiser can afford to do right by its workers.**



UNITED



CALIFORNIA  
NURSES  
ASSOCIATION


[nuhw.org](http://nuhw.org)



NATIONAL UNION OF HEALTHCARE WORKERS

National Union of Healthcare Workers  
5801 Christie Ave., Suite 525  
Emeryville, CA 94608

 NUHW.org

 /healthcareworkers

 /NUHW

## 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:

We have remained united and strong for three years while Kaiser has rejected our proposals to increase staffing, provide adequate care for patients, and improve working conditions for employees. Despite record profits, Kaiser refuses to address staffing issues and now wants to reduce our benefits, eliminate defined-benefit pensions, and drastically cut retiree health benefits.

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



UNITED



CALIFORNIA  
NURSES  
ASSOCIATION