

KAISER OPTICAL BARGAINING UPDATE

NOVEMBER 1, 2019

At our bargaining session on October 30, we gave management updated proposals that would:

- Limit the number of part-time, short hour, and casual optical dispensers to one-third of the total number of optical dispensers in order to increase the number of full-time positions available for members.
- Require that employees transferring from one branch, department, or shift be released within 60 days to their new job.

Management continues to make only incremental movement, though they have agreed with several minor changes in our proposals so far, such as integrating updates to the vacation policy that we bargained this year, and withdrawing their proposal that would have made an employee give up their vacation picks when they transfer.

In positive news, management listened to our feedback about the change in culture that has happened over the past decade in Optical. We explained that Optical used to be a place where we were excited to come to work and felt invested in our collective success. But, now, with continued anti-union actions by management, the withering away of full time positions and long-term career options, the removal of the pension, and the decreased respect we feel, Optical has simply become a job to show up to every day. We explained how this is bad for business and invited them to demonstrate that they care about their workers by working with us to improve these conditions.

Kaiser may not truly listen to us until they understand that we are organized and ready to fight for what is fair. No union has won a fair contract with Kaiser without every worker ready to go on strike and fight together. We have now reached a super majority on the strike authorization, are continuing to gather signatures, and we will keep wearing red every Wednesday region-wide until we settle the contract!



NEXT BARGAINING SESSIONS

November 26 and December 20

All members are invited to attend and participate. Contact your steward or organizer for details. And remember to **WEAR RED** every Wednesday to show your commitment to a FAIR CONTRACT!

OPTICAL BARGAINING COMMITTEE

Sonia Askew, South Sacramento; Shahidah Bell, Optical Lab, Surface; Tony Baltrons, Optical Lab, Bench; Christian Del Rosario, Optical Lab, Bench; Toni Gianti, Antioch Sand Creek; Demeka Hudson, Fremont; Sonia Minor, Martinez; Otto Pimentel, Modesto; Elvia Plata, Fresno; Laura Stewart, Santa Clara; Jeff Parker, Optical Lab, Stock; Gloria Villasenor, Union City; Delisa Willis, Walnut Creek

NUHW ORGANIZERS

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