

# Florice Hoffman

## Attorney at Law

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Re: Contract Status If Employees Change Representation

The contract currently being ratified by NUHW members is not legally binding with UNAC. If NUHW loses the election, Kaiser has the right to re-negotiate with a new bargaining representative. The contract with NUHW and Kaiser will be null and void.

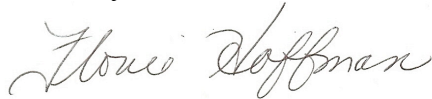
In RCA Del Caribe, Inc. 262 NLRB 963 (1982) the NLRB stated as follows:

“If the incumbent prevails in the election held, any contract executed with the incumbent will be valid and binding. If the challenging Union prevails, however, any executed contract with the incumbent will be null and void. Id at 966

Kaiser has the right to put everything back on the table and this means you could lose the raise that was negotiated, and Kaiser could lower your pension benefits.

Attached is the NLRB case.

Sincerely,



Florice Hoffman

cc: NUHW