

SEIU-UHW: A SHRINKING UNION WITH A LOSING TRACK RECORD

SEIU-UHW has lost more than 100,000 members in the last four years.

And they've agreed with a number of other employers — including Sutter, Dignity Health, and Daughters of Charity — to gut their pension, increase co-pays, and even implement monthly premiums for healthcare.

Even worse, SEIU let Kaiser lay off scores of distribution workers in Oakland and Livermore.

A few years ago, Kaiser started laying off pharmacy distribution workers based in Oakland, and warehouse distribution workers in Livermore.

SEIU did nothing — they just let people lose their jobs.

Years ago, in our old union, we stopped Kaiser's efforts to subcontract optical work. Right now, our NUHW contract has strict rules limiting subcontracting.

If we vote to leave NUHW, we're putting our protections against subcontracting at risk.



"We can't trust SEIU to protect us or fight for us if Kaiser tries to do layoffs or outsource our work. Our current contract in NUHW protects us from Kaiser's ability to subcontract/outsource our work. I will not take the risk of losing that by joining a union that lets Kaiser lay people off without a fight. I'm standing united in NUHW because I know it's the only way to protect our jobs and our futures."

— *Shahidah Bell, Surface Journey person, Richmond Lab, 20 years*

"When it comes to pushing back on Kaiser, SEIU just doesn't care. Recently, Kaiser tried to get us to call through patients who hadn't used their optical benefits to try and get them to come in. We organized with NUHW and fought off this extra work, but SEIU didn't: now our SEIU receptionists have that added job duty, on top of their existing work, and without any additional pay. I'm sticking with NUHW for a lot of reasons, but a big one is that NUHW will stand up to Kaiser."

— *Otto Pimentel, Contact Lens Fitter, Modesto, 22 years*



**SEIU: IT'S JUST NOT WORTH IT.
WE'RE STAYING UNITED IN NUHW!**

NUHW
NATIONAL UNION OF
HEALTHCARE WORKERS

SEIU'S CONTRACT ALLOWS KAISER TO OUTSOURCE JOBS

**Translation:
LAYOFFS!**

2019 Coalition Bargaining - Tentative Agreement

Section 3. Outsourcing

The parties also recognize that changes in technology, regulation, rapid development and escalation in business systems, processes, risk, and new and undefined competitors may give rise to Kaiser Permanente reconsidering the way some work is done. In circumstances not involving the categories in Section 2(b) above, Kaiser Permanente may choose to pursue outsourcing. The criteria below will be used by Kaiser Permanente to determine whether the presumption against outsourcing has been overcome. In applying these criteria, Kaiser Permanente may consider costs, defined as Capital expenditures, equipment, supplies and FTE efficiencies, but excluding the cost of wages and benefits.

With minor exceptions, KP is free to outsource SEIU jobs!

- The market, consumer demand, or Kaiser Permanente's ability to compete requires that it gain access to a level of capabilities that cannot be developed or maintained in house; Kaiser Permanente's current method of performing work is no longer competitive and it cannot make it competitive;
3. There is a significant business need to free internal resources for other purposes/priorities;
 4. Outsourcing would enable Kaiser Permanente to improve its focus on its core business;
 5. Management of security, compliance, or other significant risk requires that an outside vendor manage a function;
 6. Outsourcing would strengthen the company as a whole.

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NUHW NATIONAL UNION OF HEALTHCARE WORKERS

**Strengthen Kaiser for who?
Not the SEIU members who'd be laid off!**