

**BECAUSE
WE STOOD
TOGETHER**

OUR CONTRACT HIGHLIGHT:



For over 10 years, SEIU 121RN Nurses have fought for our strong contracts with meaningful provisions that improve our lives—like the benefit of self-scheduling. While other unions with Kaiser lost it, SEIU 121RN was able to maintain contract language for our members to practice and enjoy the ability to schedule themselves.

RNs work hard.

We're committed to our patients.

Let's commit to protect what we've won in our Union Contract:

- ✓ SEIU members won strong across-the-board raises of 3% each year.
- ✓ We maintained and secured Per-diem differential.
- ✓ We protected healthcare benefits—including fully-paid family coverage and \$5 copays for office visits, \$5 mail-order, and first-time prescription copays.
- ✓ We successfully fought off Kaiser's proposed two-tier wages or benefits for new hires—all future Kaiser workers get the same wage rates and benefits as us.
- ✓ We completely banned subcontracting of jobs at our facilities and strengthened protections against outsourcing work.
- ✓ We won a \$130 million investment funded exclusively by Kaiser to educate and train the healthcare workers of tomorrow, building the workforce of the future.
- ✓ We won the ability to maintain and practice self-scheduling.
- ✓ We won floating subject to competency, skills, and Title 22 regulations.
- ✓ We got the employer to agree to waive the work experience requirement for any of us seeking promotion to a new position at Kaiser.
- ✓ We've won so much more, and we're not done yet!



"Benefits, job security & perks don't come without a fight!
We need to stand together as a Union—as **SEIU 121RN**—to keep the benefits we've fought for and won in our workplace.
We can't do that alone. Don't be caught off guard!"

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Jackie Joy Napoles, Staff RN, OR



  
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Questions?

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**SEIU121RN**
nurse alliance