



Optical Chapter Bargaining Update

(May 30 and 31, 2012 Sessions)

During two days of bargaining, the parties exchanged proposals on several non-economic sections of the contract, such as *Discipline & Discharge*, *Shop Stewards*, *Employee Classifications*, and *Hours of Employment*. We also began discussion on some of the economic issues, such as *Sick Leave*, *Vacation*, *Holidays* and *Flexible Personal Days*. At our next session, we hope to discuss most, if not all, of the few remaining non-economic issues, such as *Employment and Income Security*, *Ed Leave*, *Employee Categories*, and *Service & Quality Committee*. Once we resolve all non-economic issues, we will be able to have more in depth discussions on the economics, like *Pension*, *Insurance Benefits*, *Incentive Programs* and *Wages*.

We are also awaiting a response from the Employer to our Information Request regarding details of the recent SEIU-UHW contract settlement, related to pension, health benefits and retiree health benefits. This information will help us evaluate the Employer's proposals to us in these areas. We reminded them that they had previously told us they needed significant cost savings in these areas to "remain viable as an organization" and had agreed that any savings from the Optical Chapter alone would not achieve their goal. If Kaiser has indeed decided that they do not need to reduce health or pension benefits for the 100,000 workers in Coalition Unions, then there is truly no need to propose reducing ours.

Kaiser has not yet withdrawn their takeaway proposals. Until they do, we cannot be sure if they want to reach an agreement (like they say they do), or if they are once again colluding with SEIU-UHW to help them win the upcoming election in which 45,000 Kaiser Service and Technical workers will be choosing whether they want to be represented by SEIU or NUHW. Until we have secured a fair contract, we must remain prepared to take whatever action necessary to let the Employer know we will not accept any takeaways.

We must all stand united to win a fair contract!

NUHW Bargaining Committee: Michael Nelson, Sonia Askew, Sonia Minor, Gloria Villasenor, Jonathan Moore, Otto Pimentel, Elvia Plata, Daniel Torres, Toni Gianti and Dan Egan

Our next bargaining sessions will be Wednesday, June 2, 2012 at 9:00 a.m., at NUHW office at 5801 Christie Avenue, Suite 525, Emeryville. Members are welcome to attend. Please let your steward or a bargaining team member know if you wish to attend.