

RATIFICATION VOTE – NATIONAL AGREEMENT – WHAT DOES IT MEAN?

YES VOTE – Highlights

Guarantees a National Agreement for a term of four-years. Kaiser Coalition of Unions at the national level negotiated this contract which included participation from Kaiser unit employees, OPEIU Local 50, Hawaii Nurses' Association (HNA).

Guarantees you an across-the-board raise (ATB) increases of 3% for October 1st with retro pay and then a 2%, 2%, 2% with 1% lump sum for years 2, 3, and 4 with the opportunity to convert the lump sum to a regular raise.

Guarantees you there is no loss in your pension. Guarantees you that your pension multiplier will be increased from 1.4% to 1.45%.


Guarantees no two-tier wages and benefits for new hires.

Guarantees No Strike. You cannot be forced to go on strike. A strike cannot be called at the time your local agreement is up for ratification. One strike can be too many! You already have a good local agreement. Local negotiations are scheduled for October 15th, 17th, 21st, 23rd, 25th, 28th, and 30th.

Guarantees more benefits plus the Ben Hudnall Trust is guaranteed under National Agreement and is not in your local contract. You must have the National Agreement to receive Ben Hudnall monies.

If the National Agreement is NOT RATIFIED, then you could get kicked out by the Kaiser Coalition of Unions for future years. It only takes one vote to bar a union from joining the Coalition. Additionally, you could be forced to go on strike at the local level because the National Agreement was voted down and no extension is granted on the local agreement after the contract expires on November 30th. *Kaiser members of HNA have already negotiated positive proposals that will include increases in your local agreement. Let's go for Win-Win agreements!*

VOTE "YES" THREE TIMES = SECURITY VS. RISK

- ✓ **YES FOR NATIONAL AGREEMENT – Today's Vote**
- ✓ **YES FOR LOCAL AGREEMENT – Local Agreement Ratification.** Kaiser-employee negotiating team is in bargaining locally with Kaiser together with an experienced OPEIU Negotiator.
- ✓ **YES  FOR OPEIU LOCAL 50/HNA REPRESENTATION – NLRB Decertification Election coming within the next 4 weeks.** This election was postponed and Hawaii employees may vote for any of the three choices: 1) An Independent, 2) No Union, or 3) a vote for OPEIU Local 50/HNA will guarantee you wages & benefits in the Local Agreement, the National Agreement that includes funds from the Ben Hudnall Trust and the continued participation in negotiations with the Kaiser Coalition of Unions in future years.