



**SECURITY**

**RISK**



# WEIGH YOUR DECISION / KNOW THE FACTS

## **OPEIU LOCAL 50/HNA** **Guaranteed 2 Contracts**

## **HNHP, Independent Group** **No Contracts - Just Promises**

- Guaranteed the Employment Income Security Agreement (EISA) up to one year of income in case of position elimination.

- Employment Income Security Agreement (EISA) is not an automatic status quo condition.

- Guaranteed Ben Hudnall Trust under the National Agreement.

- Ben Hudnall Trust is not an automatic status quo condition.

- HNA is an affiliate of the Coalition of KP Unions (CKPU) of 80,000 plus members supporting Hawaii nurses. CKPU negotiates National Agreement that includes all Kaiser HNA members.

- No Coalition. It only takes 1 vote to block another Union or Independent from joining the CKPU. The 900 Kaiser members will stand alone.

- HNA is an established organization in Hawaii holding contracts for 4,500 nurses – standing together. Affiliation with OPEIU.

- Non-established. No members. No experienced OPEIU negotiators.

- Guaranteed financial stability that includes emergency fund.

- No money.

- Guaranteed National Agreement & Local Agreement with job protection (grievance and arbitration procedures), shift differentials, charge nurse pay increase, scheduling, on-call pay, a Nurse Council to address Safe Patient Care issues, and a defined pension & wage increases for a period of 4 years.

- You will start over and negotiate a first contract. Status quo will end if HNHP bargains a first contract or KP gives a final offer (take-it-or-leave-it). The current grievance-arbitration provision is not considered status quo. KP will have the final say in any grievance without a contract.

- Represents numerous HI Healthcare contracts.

- No contracts. Group with no support system.

- Union dues are only paid once through your primary HNA employer, no matter how many different HNA employers you work for.

- If you work at another HNA affiliated hospital, you will pay dues to the Independent group and dues to the HNA. Double dues.

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