



# Cutting Wages and Benefits of Future Kaiser Workers Harms *ALL* Kaiser Workers

In National Bargaining, Kaiser executives have proposed massive cuts - some of which they say would "only impact future employees."

This is a classic anti-worker tactic that employers use to divide workers, slash benefits, and lower wages for ALL workers.

## **Q: What cuts is Kaiser proposing for future employees?**

**A:** Kaiser's new contract proposal demands major cuts for all new hires:

- For lower wage rates than we have
- Replace pensions with risky 401k plans
- Gutting of retiree medical benefits
- Fewer days off each year

## **Q: Why should I care about these cuts if they only impact future employees?**

**A:** Because these cuts wouldn't only harm future employees - they would harm you, too. Kaiser executives know that every year, hundreds of employees leave Kaiser and will be replaced by workers with lower pay, no pensions, bad retiree medical benefits, and less leave time. By the time we come to the bargaining table for our next contract there will be thousands of workers who don't have the same pay and benefits we do.

Then Kaiser will demand the same cuts from us, knowing that many within our own ranks are not going to fight to keep what they don't even have. Greedy corporations use this divide and conquer scheme time and time again.

## **Q: Eliminating pensions for new hires won't impact my pension, right?**

**A: Wrong.** Pension funds *need* more active workers than retirees. As more people retire and funding stops coming in from active employees, pension costs skyrocket - destabilizing benefits for everyone. Kaiser's proposal puts the retirement benefits we have all worked so hard for at serious risk.

## **Q: Does Kaiser need these cuts to keep their product affordable?**

**A:** No! There is no financial justification for this attack on workers. Kaiser has made a record profit of \$3.2 billion in just the first three months of this year. They are sitting on \$31.5 billion in reserves. They gave the CEO a 60% raise to \$16 million a year. But frontline workers like us should accept huge cuts? We don't think so!

## **Q: What can we do to stop these cuts?**

**A:** Instead of letting Kaiser divide us, let's unite and get ready to strike if that's what it takes to defend our families, our futures, and our patients. **Vote to authorize a strike when the time comes, and commit to walking on the picket line with your Local 2 Sisters and Brothers.**

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