



A Union Contract gives you Voice and Respect!



Kaiser (union)	Legacy (non-union)
<ul style="list-style-type: none"> ◆ A real voice in determining safe nurse to patient ratios. ◆ Increased job security based on seniority. ◆ Overtime on voluntary basis and paid at time and a half. ◆ No call-off from scheduled shifts ◆ Right to protect your license against unsafe assignments. ◆ No discipline or termination without just cause. ◆ Every employee has the right to a formal grievance procedure ◆ Kaiser health plan out of pocket maximum: \$600 individual \$1200 family 	<ul style="list-style-type: none"> ◆ “Shared governance” where decisions still made by management ◆ No job security ◆ No protections against forced overtime ◆ Cancellation at any time ◆ No protection ◆ Termination at any time with or without cause. ◆ No grievance procedure ◆ Legacy health plan out of pocket maximum: \$1000 individual \$3000 family (Caremark PPO: \$3000 individual \$9000 family)



“I liked the doctors, nurses, and staff at Legacy, but I wanted a legally-binding contract that spells out my rights, my pay, and my benefits—even guarantees my breaks! Now that I’m at Kaiser, I’m protected through my union, and that protects my license and my livelihood.”

Jason Wendler, Kaiser RN
formerly Legacy Mt. Hood, ED

What can Legacy Nurses Achieve?
EXERCISE YOUR RIGHTS—GET INVOLVED!
 United Nurses of Legacy (503) 288-6602
www.unitednursesoflegacy.org