



Continue Pension and Retiree Health Protection? Or Just Trust UC with your Benefits

CNA won first-time-ever pension and retiree health protections in our 2005 contract. This means UC cannot change your pension or retiree health benefits, or the cost of any of these benefits, for the duration of the contract and the subsequent bargaining. **Any changes UC wants to make have to be bargained with the nurses.**

A top priority of our 2007 bargaining is to continue pension and retiree health protections.

Do you want to trust UC with your benefits?

UC's bargaining proposal is that RNs should give up your hard-fought-for pension and retiree health protections, and instead give UC the authority to change your pension and retiree health benefits mid-contract. In other words, you should just trust UC with your benefits, and let UC make whatever changes they want to make.

Recent threats to our pension and retiree health benefits

- In 2005 Schwarzenegger backed a ballot initiative to reduce public sector pensions in California (including UC's). It was only with the fight back by nurses, teachers, firefighters and other UC staff and public employees that Schwarzenegger had to drop the attack on our pensions.
- A new anti-pension ballot initiative was written this year that if passed will create a new lower-tier pension and retiree health benefits for new employees. **Establishing two-tier benefits for new hires is a backdoor way for employers to eventually cut pension and retiree health for existing staff as well.**
 - Pension amounts reduced by more than half
 - Full pension benefits not available until you reach social security retirement age (67+)
 - Eliminate pre-65 retiree health.
- UC wants nurses and other staff to take 5% paycuts to fund the pension plan, even though UC has not spent one dollar to fund your pension benefits since 1991.
- UC has plans they developed in 2005 to drastically increase the cost of UC retiree health.
- UC has insisted that retiree health is not a vested benefit, and could be discontinued at any time.
- Schwarzenegger created a pension commission that is meeting throughout 2007 and will be issuing recommendations in January 2008 concerning changing public sector pension and retiree health benefits (www.pebc.gov).

Nurses want continued pension and retiree health protection

We have made it very clear to UC in bargaining that nurses will never give up pension and retiree health protections in our contract. UC nurses have good pension and retiree health benefits and we will fight to protect them. Pension and retiree health benefits are extremely important to recruit and retain nurses at UC.

Sign the open letter and wear a red ribbon

Join the thousands of nurses who have already signed the open letter in support of the CNA bargaining goals.

10,000 UC RNs Will Be Heard

For more information, to sign the open letter or get red ribbons, contact your CNA rep or labor rep, or email CNA at ucdivision@calnurses.org.