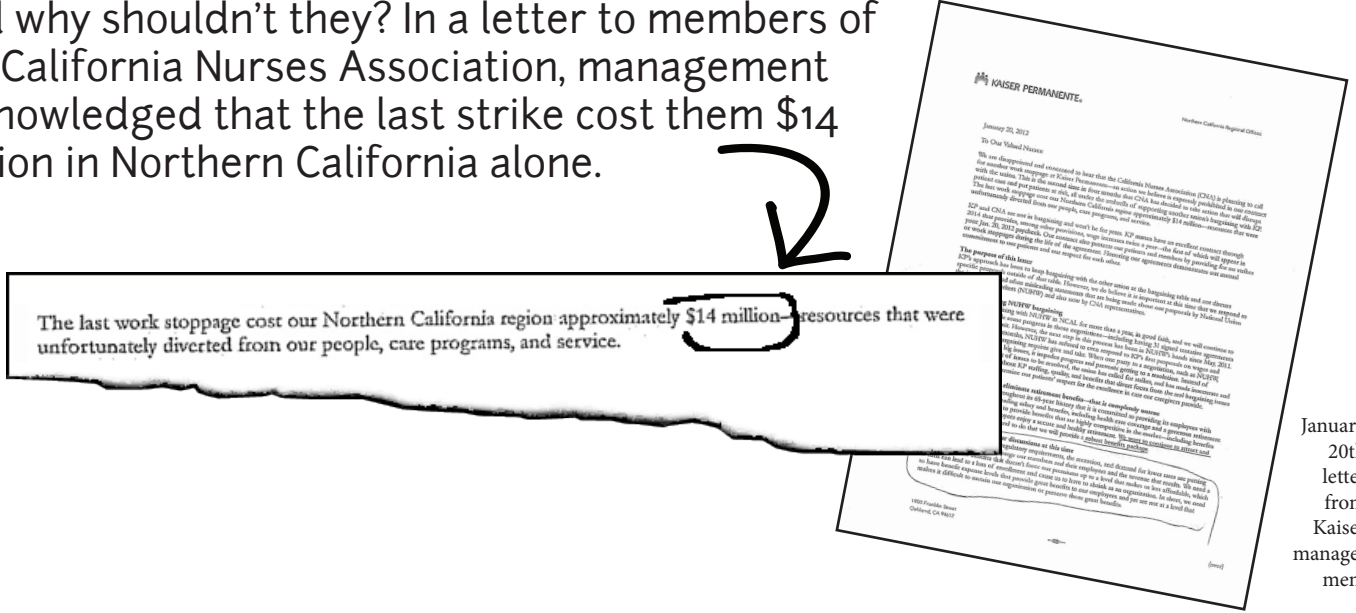


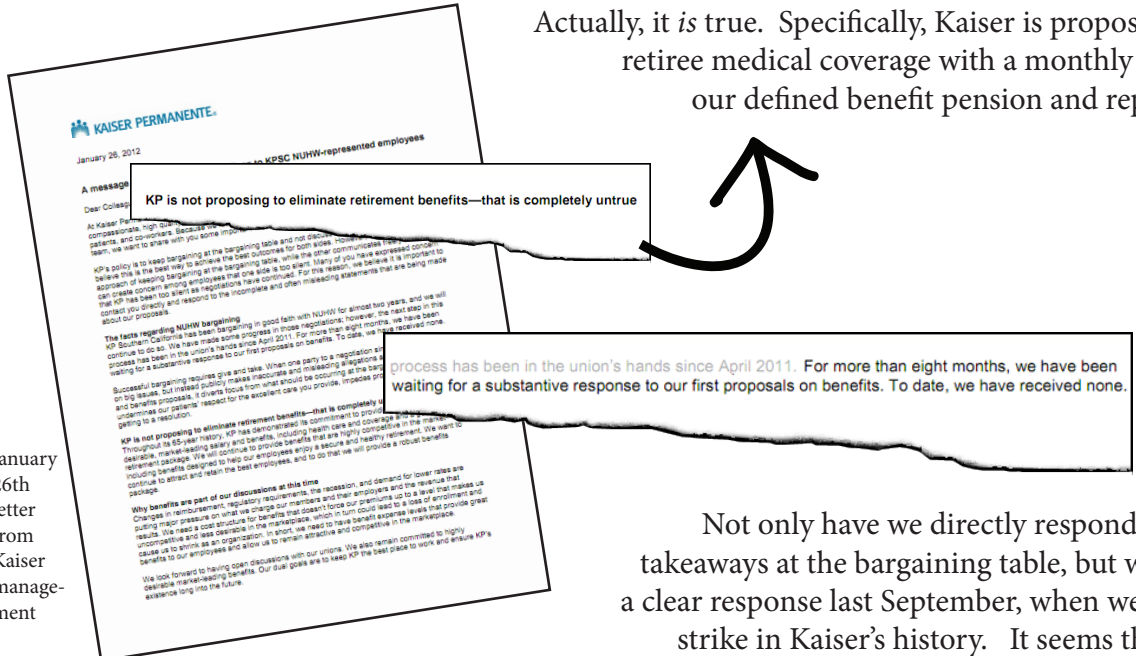
# Kaiser executives are having a panic attack over our strike.

Kaiser is running scared over next week's strike. And why shouldn't they? In a letter to members of the California Nurses Association, management acknowledged that the last strike cost them \$14 million in Northern California alone.



January 20th letter from Kaiser management

Maybe that's why Kaiser is lying about what's happening at the bargaining table in an effort to weaken our strike:



January 26th letter from Kaiser management

Actually, it is true. Specifically, Kaiser is proposing to replace our full retiree medical coverage with a monthly stipend, and to freeze our defined benefit pension and replace it with a 401(k).

Not only have we directly responded to Kaiser's proposed takeaways at the bargaining table, but we thought we also gave a clear response last September, when we engaged in the biggest strike in Kaiser's history. It seems that Kaiser didn't get the message, so next week we'll have an even bigger strike to protest Kaiser's unfair labor practices and benefit cuts.



Here's our answer, Kaiser: **No.** We do not accept your cuts to our benefits. We expect you to settle a fair contract that leaves our healthcare and retirement benefits *intact*.