



**Sign the  
petition !**

**tell UCSF:  
We're staying  
united in NUJHW!**



## NUHW helps protect our paycheck!

With lower wages and higher costs, UC union members lose money left and right

The vast majority of NUHW workers earn higher wages than those of our UC union counterparts.

Members in the UC unions get a **lower starting wage, a lower maximum wage**, and take an average of **5.5 more years** to reach the top of the wage scale.

They also have to pay for healthcare benefits we get for free. Consider the following scenarios:

Worker with annual salary of **\$50,000**, insuring self only in Kaiser plan

\$50,000	gross salary
-\$4,500	pension contribution
-\$477	Kaiser premium

**=\$45,023 adjusted salary**

Worker with annual salary of **\$75,000**, insuring self and a child in Kaiser plan

\$75,000	gross salary
-\$6,750	pension contribution
-\$858	Kaiser premium

**=\$67,392 adjusted salary**

Worker with annual salary of **\$100,000**, insuring self and spouse in Kaiser plan

\$100,000	gross salary
-\$9,000	pension contribution
-\$3,432	Kaiser premium

**=\$87,568 adjusted salary**

Worker with annual salary of **\$150,000**, insuring self and family in Kaiser plan

\$150,000	gross salary
-\$13,500	pension contribution
-\$42,24	Kaiser premium

**=\$132,276 adjusted salary**

**With lower wages and higher costs, UC union members are losing money left and right.  
We're staying united in NUHW to protect our bottom line and  
continue to raise our standard of living.**