



## Our NUHW contract honors our work and protects our jobs

The UC unions' contracts disregard seniority and allow subcontracting

SENIORITY		BAN ON SUBCONTRACTING	
<b>NUHW</b> ✓	For NUHW members, seniority and years of service in the department are factored into how positions are awarded. This recognizes and rewards our time on the job and the additional skills we've learned.	<b>NUHW</b> ✓	We fought hard to win contract language that bans subcontracting and prohibits non-union personnel from doing our work.
<b>UC Unions</b> ✗	In the UC unions, neither seniority nor years of service in the department are taken into account when awarding positions, and there is no guarantee that internal candidates will be prioritized.	<b>UC Unions</b> ✗	Members of UC unions don't have the same protections. UC can — and does — subcontract jobs at will.

### The NUHW difference is clear

Job security is priceless. In addition to better wages and benefits, our contract gives us peace of mind — we know we're being recognized for our contributions, and we don't need to worry about our jobs being outsourced so UC can increase its profits at our expense.

**Sign the petition to  
tell UCSF:**

**WE'RE STAYING  
UNITED IN NUHW!**

