



Union Victory!

Kaiser Moreno Valley RN Union, SEIU Local 121RN, Negotiates Big 401(k) Settlement for ALL Members

All Registered Nurses who have been working for Kaiser Permanente Moreno Valley Medical Center since July 1, 2013 will receive a one-time employer contribution to their 401(k) account in the amount of 3.5 percent of what they were making on July 1, 2014. This contribution will be made to an employee's 401(k) account by August 29, 2014, whether the employee has contributed to his or her 401(k) account or not. This settlement — worth thousands of dollars for many employees — is due to our Union's enforcement of our collective bargaining agreement (CBA) with Kaiser.

Our Union, SEIU Local 121RN, filed a grievance over Kaiser's failure to set up matching contributions to employees' 401(k) accounts as called for in our current contract, or CBA.

Congratulations members!

These types of settlements would be nearly impossible without our Union!

In addition to the 3.5 percent contribution to cover the time period of July 2013 through July 2014, a 1.25 percent employer contribution will be deposited to the 401(k) accounts of those employees who begin contributing at least 2 percent of their earnings to their own 401(k) account by January 2015. This deposit will be made to contributing employee accounts by February 28, 2015.

Our Union also stipulated in the settlement that Kaiser must attempt to contact any employees who have retired, quit or been terminated who may have qualified for 401(k) matching during the time period of January 2012 through July 2014 and pay them their contribution, as well.

Rear-time 401(k) matching contributions by Kaiser must begin by Jan. 1, 2015 or additional penalties will be assessed against the employer.

For those who do not have a Vanguard 401(k) account, one will be created for you. Any RN who does not receive a lump sum payment to their Vanguard account by August 29 should contact a Union Steward or our Union Representative:

Union Representative Debbie Jackson

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