

WE REACHED AN AGREEMENT!

RATIFICATION VOTE: MAY 17 & MAY 22

Our NUHW Bargaining Committee recommends a YES vote!

Although the agreement doesn't resolve all daily issues for staff, it is a good start.

Given the uncertainty of the future of Kindred in the Bay Area, we want a contract that protects our members should there be a new owner.

DATES: Wednesday, May 17 in Room 1B and Monday, May 22 in Room 1C

TIMES: 11 a.m. to 2 p.m. and 6 p.m. to 8 p.m. on both days

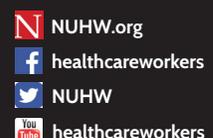
WAGE INCREASES WE'VE SECURED:

On the first full pay period after ratification the following increases will be implemented:

RNs' Wage Increases		Techs' Wage Increases (Respiratory Therapy, Materials Management, Radiology Techs, O.R. Techs, Laboratory Techs, and Phlebotomists)	
Date of ratification	2.5% for all RNs with one year or more of service	Date of ratification	1.5% for all employees with one year or more of service
December 1, 2017	2.5% for all RNs	December 1, 2017	1.5% for all
May 1, 2018	1.5% for all RNs	May 1, 2018	1.5% for all
December 1, 2018	1.5% for all RNs	December 1, 2018	1.5% for all
May 1, 2019	1.5% for all RNs	May 1, 2019	1.5% for all
December 1, 2019	1.5% for all RNs	December 1, 2019	1.5% for all
Contract expires	July 31, 2020	Contract expires	June 30, 2020

Moreno, Monje, Prasad, and Des Jardins will receive equity adjustments, ranging between 2% and 5%, to close the gap between them and Respiratory Therapists hired after them who were hired at a higher rate of pay.

For more information, please contact NUHW organizer Alexandra Early at (617) 816-4260 or aeearly@nuhw.org.



HIGHLIGHTS FROM OUR THREE-YEAR AGREEMENT

A union contract guarantees the rights of workers at the worksite and provides job security.

The hospital is obligated to follow the contract, but the enforcement of the contract depends on workers, stewards, and union representatives working together to ensure that Kindred does what it should do.

Over the next several years, working together, we can use the contract to get the hospital to address issues that it may have ignored in the past.

As we join with service workers already under contract, we will make Kindred a better place to work!

RECOGNITION: One contract will cover both bargaining units as separate groups:

Bargaining Unit 1: RNs and

Bargaining Unit 2: Technical Unit (RTs, Material Management Clerks, Radiology, O.R. Techs, Laboratory Techs, and Phlebotomists)

GRIEVANCE PROCEDURE: Employees are protected against unjust discipline and termination by the grievance procedure that forces Kindred to follow progressive discipline and just cause before taking an action against an employee. The grievance procedure also gives employees the tool to enforce the other provisions of the contract.

LABOR/MANAGEMENT COMMUNICATIONS

COMMITTEE: The union and the employer have agreed to establish a committee to address issues such as workload, assignments, patient care, and safety. We would like to resolve issues related to staffing internally, but if we are unable to resolve them, we will go to state agencies to seek their assistance.

SENIORITY: Seniority will be used in determining vacation schedules, bidding for positions, and working additional hours.

DIFFERENTIALS: All differentials will continue to be paid as they are currently paid.

POSTING OF SCHEDULE: The schedule of work must be posted at least two weeks in advance.

REST PERIODS AND LUNCH: Employees are guaranteed rest and lunch periods.

HEALTH PROGRAM/PTO/BEREAVEMENT LEAVE/JURY DUTY: Current practices related to pay and accrual will remain the same for all paid leaves. The health program will remain the same.

CONSCIENTIOUS OBJECTION: The employer will continue the practice of attempting to accommodate moral or religious objections to the withdrawal of life support systems.

LEAVES OF ABSENCE: Guarantee of return to former position or equivalent position upon return from an authorized leave of absence.

STEWARDS/UNION REPRESENTATIVE: The contract allows for stewards and union representatives to represent workers in issues regarding discipline, working conditions, and all provisions of the contract.

