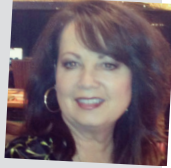


A victory for NUHW members at Kindred Brea

Workers at Kindred Brea (Orange County) celebrated a victory earlier this month when LVN Sherry Johnson was reinstated after having been terminated by Kindred for her union activity. Kindred management backed down when Brea stewards challenged their claim that Johnson was fired for violating patient care protocols and Johnson was returned to work with full back pay. NUHW continues to pursue the charge with the NLRB.



Kindred-Gentiva merger creates one of nation's largest post-acute-care providers

According to Modern Healthcare, Kindred Healthcare and Gentiva Health Services recently announced a merger that will create one of the largest post-acute-care providers in the country. This merger puts an end to a long battle that started when Kindred initiated a hostile takeover of Gentiva, which claimed that Kindred's offers undervalued the company. Ultimately Kindred will pay \$19.50 per share for the company, more than double what it was worth before Kindred made its first offer.

Management drops proposal to contract out EVS, resolves Unfair Labor Practice charge

Management drops proposal to contract out EVS, Resolves Unfair Labor Practice Charge

It took detective work, but in July NUHW members got tipped off that Kindred was planning on contracting out EVS services to an outside janitorial company, ABM. It was only after we confronted her that Kindred Labor Relations attorney Stacey Zartler confirmed plans to bring ABM in as soon as early August. This was in violation of our contract, which requires 90 day notice of any such plans.

We jumped on the situation, holding meetings and talking among ourselves. Nursing department members and others voiced support for EVS, and we packed the meeting with management, expressing our concerns and our clear demands that all of our wages, benefits and contract protections stay in place, with no new application process required.

Next we heard that the date for the contract had been pushed back to November to comply with our notice provisions. Still we pressed for meetings, with Kindred and ABM, so that we could insure that protections were in place before any changes occurred. After receiving no response to repeated calls and emails, NUHW was forced to file an Unfair Labor Practice Charge with the National Labor Relations Board. Kindred did respond promptly, informing us that Zartler has gone on leave, and that the plans to contract out had been shelved. We have scheduled a meeting to resolve other issues, and the Unfair Labor Practice Charge has been resolved.

For the time being at least, EVS will remain part of Kindred and ABM is out of the picture.

NUHW members picket Kindred Westminster

More than 140 NUHW members at Kindred Hospital in Westminster (Orange County) picketed the hospital Tuesday, October 21, to protest declining standards for patient care and the hospital administration's refusal to bargain in good faith with the union. Kindred Westminster caregivers are seeking a voice in hospital decisions regarding patient care, patient advocacy, staffing, and workplace safety.

Kindred Westminster workers were joined on the picket line by workers from Kindred Brea and CNA members. Westminster City Councilmember Sergio Contreras joined the picket and voiced his support for the workers, as did state Senate candidate Jose Solorio.

Kindred administrators have brought the collective bargaining process to a near standstill by making themselves available for bargaining with NUHW members just one day a month. With many crucial issues on the table, including

Continued on back

Picket at Kindred Westminster

Continued from front

the declining quality of patient care, flexing of staff to cover too many obligations with too little time and resources, increased employee healthcare costs, and low wages, Kindred workers are protesting management's attempt to stifle the voice of its workforce. Kindred's delays have had a harmful impact on the quality of care and on employee morale.

"We need a voice in staffing and patient care," said Rodney Nelson, a respiratory therapist at Kindred Hospital Westminster. "We need Kindred management to listen to our ideas if we are going to improve the quality and safety of patient care at the hospital."

Kindred has been "flexing" staff in its facilities — cross-training caregivers to do many tasks but not providing them with the time or resources to do them well. Kindred workers say management's expectations are unrealistic and undermine the quality and safety of patient care.

"Kindred is not motivated by high standards of patient care but by the bottom line," said Nelson.

Kindred Westminster has the means to do better. The hospital's profit margin has grown steadily over the past few years, rising from 8.42% in 2010 to a staggering 33% in the first quarter of 2014. In 2013, the hospital made more than \$12 million in profit. This year, Kindred Westminster is on track to double that, having brought in more than \$6 million in profit in the first quarter alone.



Kindred executives are doing well, too. In March, an article by the Kentucky Center for Investigative Reporting revealed that in December of last year, Kindred gave its outgoing CEO a \$10,000-a-day retirement deal.

Meanwhile, compensation and benefits for Kindred's frontline caregivers are much lower than industry standards. Many Kindred Westminster employees work two jobs to make ends meet. Yet the hospital's administrators are trying to get more work out of their employees while increasing workers' out-of-pocket healthcare costs and maintaining low wages.

Our Stewards

Shonda Hansen

LVN. Night Shifts.

You can contact Shonda via text or phone at (510) 459-8268.

Anna Maranon

LVN. Day Shifts.

You can contact Anna via text or phone at (510) 861-3040.

Daniel Dillon

LVN. Night Shifts.

You can contact Daniel via text or phone at (510) 589-1772.

Your right to union representation

If a supervisor or manager calls you into a meeting and you feel the meeting might lead to discipline, you should ask for union representation. Management is not obligated to offer you a union rep — you have to say "I want my union rep." They must give you reasonable time to find representation. You should not go it alone! Call your NUHW Shop Steward or a union organizer.

NUHW Organizer

Jan Gilbrecht

You can contact Jan via text or phone at (510) 508-3767 or by email at jgilbrecht@nuhw.org.

NUHW.org

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