

# KINDRED BREA BARGAINING UPDATE

June 1, 2018

## KINDRED MANAGEMENT PROPOSES END TO JOB SECURITY!



(From L to R) Althea Dinet, Jose Gonzalez, Charlene Marland, Rosemary Vidal, Rosaura Kreis, Lilliane Ives, Brenda Alexander, Mercedes Pena, Barbara Lewis and Louella Crow. Management team included Kindred's Labor Relations Director and our new CEO, Rafael Pena.

That's right. In our very first bargaining session, management proposed:

- To eliminate the protections from subcontracting our jobs and to make it easier to subcontract out our jobs.
- To eliminate job security if our hospital is sold.

In our current contract:

If any jobs were to even be considered for subcontracting, the subcontractor would be required to hire us, maintain our wages and differentials, as well as equivalent benefits. **Management proposed to eliminate that requirement.**

If a new owner purchases our hospital, the new owner would be required to hire us and recognize our union. **Management propose to eliminate that requirement.**

**Turn the page for more information**

### **NEXT BARGAINING SESSION**

Wednesday, June 13 • 9:30 a.m.

Embassy Suites Brea, 900 E Birch St. Brea, CA 92821

**ALL ARE WELCOME**



NATIONAL UNION OF  
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer Isacc Ramirez Perez at 626-391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org).*

# KINDRED BREA BARGAINING UPDATE

June 1, 2018

## **Kindred Management Proposal Effectively Eliminates Block Scheduling!**

Management proposed to change the pay roll week from Tuesday through Wednesday, and instead make it consistent with other hospitals--- Sunday through Saturday. This would require management to **eliminate our block schedules** because such a change could create automatic “built-in scheduled overtime”, which management said they would never agree to.

## **Kindred Management Proposed to Keep Discipline in our files for up to 48 months!**

That means if 3 or 4 years ago, we got a warning for an issue, we could be fired if another unrelated issue occurs...years later. In our current contract, discipline is only valid for 12 months and 24 months for serious patient care related incidents.

## **Kindred Management Proposed to “Get out of Jail Free!”**

In some departments, such as nursing, management is refusing to post the department’s six-week work schedule. As a result there have been incidents of “out-of-order call offs”, flexing and awarding of additional hours to employees. Several managers have admitted that the new system makes it hard to figure out who to call-off, flex-off or call-in. Somehow management has figured out how to post the schedules for some departments, but is penalizing nursing departments. To add insult to injury, when management does make a mistake, Kindred management proposed not to pay us for their incorrect call or flex offs. **We suffer a financial penalty, they get away without any penalty.**

### **NEXT BARGAINING SESSION**

Wednesday, June 13 • 9:30 a.m.

Embassy Suites Brea, 900 E Birch St. Brea, CA 92821

**ALL ARE WELCOME**



NATIONAL UNION OF  
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer Isacc Ramirez Perez at 626-391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org).*