

# KINDRED BREA BARGAINING UPDATE

June 13, 2018

## BARGAINING TEAM PRESENTS PROPOSAL TO IMPROVE PATIENT CARE

Our Bargaining Team told management that we need a demonstrated commitment by management to address our concerns regarding patient care. Cutting costs and tightening the budget is affecting patient care.

**Union Proposal:** Presented to management on June 13:

To ensure that patients receive the services needed for high-quality healthcare and that employees have the resources to provide such care, the facility shall provide the following:

- 1. Available Refrigeration in Nourishment Room:** A refrigerator with a freezer shall be available in the Nourishment Room for patient food.
- 2. Patient Supplemental Food:** Nourishment Rooms shall be stocked with supplemental food, such as milk, jello, yogurt and ice cream, as requested by patients or family members and consistent with physician orders.
- 3. Food Service to Patients:** The facility shall ensure that the Food Service Department is sufficiently staffed to deliver patients' meals and stock the Nourishment Room. Nursing staff shall not be taken away from patient care to deliver food.
- 4. Certified Nursing Assistant Staffing:** CNAs shall not be assigned more than eight patients per shift worked.
- 5. Necessary Working Equipment:** The facility will ensure that all equipment, such as bladder scanners, blood pressure cuffs, scales and blunt needles, are in working condition.
- 6. Patient Visitors:** The facility shall comply with a two visitor per patient policy except in extraordinary circumstances.



**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).

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## DON'T ANSWER THAT PHONE!

We have learned from several workers that management has been **calling them on the phone when they are off work**, to “talk about an issue.” **Big problem!** Management is NOT telling workers that what they are really doing is “investigating an issue.” It’s not until after the phone call, that several people have been written up!

**You have the right to Union Representation when management is “investigating” an issue.** It is underhanded of management to “call to talk” about an issue, when what they are really doing is an investigation. If your manager wants to discuss anything with you, you should immediately take the following steps:

1) Ask them if the conversation could lead to discipline. If the answer is “yes,” “maybe,” or they don’t know, you have the right to a Union Representative in that meeting.

2) Do not have conversations with management over the phone about any issue. Management should hold a face-to-face investigatory meeting at the hospital, and you should have a Union Representative in any investigatory meeting to protect your rights and your job!

## NURSING DEPARTMENT SCHEDULING ISSUE-RESOLVED!

For several weeks, we have been discussing with management the lack of posted schedules in the nursing department. The new electronic system for nursing schedules has only allowed us to see our own schedule, not the full department/unit schedule. This was a problem because it made it hard to trade shifts; make sure we were not called off out-of-order, or prevent missed opportunities to work additional shifts. After much discussion, at bargaining this week, management announced that the system is now fixed and we can see the entire department/unit schedule for multiple weeks. **Special recognition to Vanessa Flores, Elias Hernández and Janet Serafio who have been working on this issue.**

### NEXT BARGAINING SESSION

Wednesday, June 22 • 9:30 a.m.

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

**ALL ARE WELCOME**