

YOU ARE JUST NOT THAT IMPORTANT. YOUR JOB IS LESS VALUABLE THAN OTHERS.



That's the message that Kindred management gave to our Bargaining Team on Aug. 30. Here's what Kindred's Labor Relations Director and Brea CEO Rafael Pena told us "Different jobs have different levels of value and importance to our organization. The value of certain jobs are more relevant to the organization."

Apparently, Kindred Brea doesn't seem to value any of us very much. Take a look at the latest wage proposal:

Year One	Year Two*	Year Three
2.75% for RNs	2.5% for RNs only	2.75% for RNs only
2.5% for everyone else	2.25% for everyone else	2.5% for everyone else

* Year 2 — Additional 1% for anyone with 10+ years at Brea and additional .5% for anyone with 5 years, but less than 10 years at Brea

NO RAISE AT ALL FOR 18 OF THE MOST SENIOR EMPLOYEES WHO ARE "MAXED" OUT.

Instead they would only get a 2% "bonus" each year. When our bargaining team said that this bonus is an insult to those who have been here the longest, management responded by saying "Get another job that pays more if you are maxed out." Nice.

BARGAINING TEAM CALLS FOR IMMEDIATE PROTEST

With our overwhelming vote to begin informational picketing, we'll be setting a date soon. If we're serious about winning a contract that doesn't leave us behind in terms of our wages, we need to stand together, stand up, and show that all of us deserve respect for the skills and dedication we provide each and every day to our patients. Our management comes and goes, but it's us, who have dedicated ourselves to our patients and this hospital.



"We work as a family. We go above and beyond to deliver quality patient care.

We jump in and help whenever we are needed.

Our turnover rate is so high — 50% have been here less than 3 years.

We need to be better than this — for our patients."

—Lou Ella Crow,
Monitor Tech

— Lilliane Ives, LVN