

TECHNICAL WORKERS AND RNS RATIFY CONTRACT!

On May 17 and May 22, members at Kindred San Francisco Bay Area voted by a 91 percent margin to ratify a new contract.

The contract covers RNs and technical workers — Respiratory Therapists, Respiratory Care Practitioners, Radiology Technologists, Phlebotomists, Operating Room Technicians, Materials Management Clerks, and Laboratory Technologists — but keeps them as separate bargaining units.

For RNs, the three-year agreement provides **wage increases of 5 percent the first year and 3 percent each for the second and third years.**

Technical workers will get a **3 percent increase each year.** In addition, several Respiratory Therapists and Respiratory Care Practitioners will receive equity adjustments ranging between 2 percent and 5 percent to close the gap between them and Respiratory Therapists hired after them at a higher rate of pay.

Although Kindred did not agree to a big enough wage increase to prevent chronic turnover, **this contract is a first step in changing the mentality of a company that seems to think high turnover is acceptable.**

The contract also **protects our members** should Kindred decided to sell the facility.

HOW TO USE THE CONTRACT TO MAKE KINDRED A BETTER PLACE TO WORK

Now that we have a contract and are united with our NUHW-represented service co-workers, we have greater influence in making Kindred a better place to work.

We now have the right to bring up issues of patient safety, worker safety, and short staffing at labor-management meetings and demand that management resolve these issues.

We also have the right to elect shop stewards who will help us defend the contract, defend against unfair discipline, and fight for our rights on the job.

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

