BREA & WESTMINSTER
UNDERSTANDING ADDITIONAL WORK

Among the improvements Kindred Brea and Kindred Westminster members won in our 2015 contract was the creation of a system to address staffing in the event of call-offs, vacations, and other absences.

This system — as specified in Article 8: Additional Work of the Brea and Westminster contracts — helps maintain adequate staffing when regular staff is out and provides a fair procedure for management to schedule workers who are interested in taking extra shifts. It requires management to create and post a monthly sign-up list for members to note their interests in additional work. Management must post it before they finalize the schedule, and will then call workers on the sign-up list to fill in as needed.

The call-in procedure is laid out in the contract by rotation and seniority: full-time employees and part-time employees not on overtime are first on the call list, followed by per-diem employees, then full-time and part-time employees on overtime.

We still have much work to do. Together, Technical workers and RNs can join with the service workers to make Kindred a better place to work.

SAN FRANCISCO BAY AREA
TECHNICAL WORKERS & RNS RATIFY CONTRACT BY 91 PERCENT

Members at Kindred San Francisco Bay Area voted by a 91 percent margin May 17 and May 22 to ratify a new contract for two separate bargaining units – RNs and Technical workers: Respiratory Therapists, Respiratory Care Practitioners, Radiology Technologists, Phlebotomists, Operating Room Technicians, Materials Management Clerks, and Laboratory Technologists.

The three-year agreement provides wage increases of 3 percent each year for the Technical classifications and of 5 percent the first year and 3 percent each year after for RNs. In addition, there were some modest, special adjustments for several Respiratory Therapists and Respiratory Care Practitioners.

Although Kindred did not agree to a big enough wage increase to prevent chronic turnover, this contract can be a first step in changing the mentality of the company that seems to consider high turnover acceptable. Our contract can also be an effective way to address work-related issues such as short-staffing. And given the uncertainty of the future of Kindred in the Bay Area, our contract can protect our members should there be a new owner.

We still have much work to do. Together, Technical workers and RNs can join with the service workers to make Kindred a better place to work.

BUILDING OUR UNION’S POLITICAL POWER!

NUHW stewards and members conducted a COPE drive at Brea and Westminster in May to help build our union’s political power. COPE – our union’s Committee on Political Education – allows us to fight for Healthcare for All and better government policies on healthcare and labor.

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continued from front, COPE

COPE also helps us elect candidates who share our values and goals and can help us win our contract fights. Since union dues cannot be used for federal elections, the only way we can influence political races is through voluntary monthly COPE donations from our members. During the COPE drive, stewards will talk to members about the importance of COPE and ask members to donate $5 a month to help build our power.

Last summer Brea and Westminster NUHW members volunteered for Bao Nguyen’s campaign for Congress. Nguyen, the former mayor of Garden Grove, is a strong supporter of Orange County NUHW members and has joined our picket lines, written letters to CEOs urging them to settle fair contracts with us, and even joined our Fountain Valley Regional Hospital members in a march on the boss.

“COPE is extremely important to our contracts,” said Marsha Shannon-Mabry. “We need community and political support in order to win fair contracts, and we can’t do that without contributing to COPE. Even giving the bare minimum of $5 a month can help us win hundreds or thousands of dollars in the future.”

UNDERSTANDING YOUR WEINGARTEN RIGHTS

Your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. But you must request a shop steward or a union representative be present in the meeting. When management calls you into a meeting, ask first:

“Can this meeting or discussion in anyway lead to my being disciplined or terminated?”

If the answer is yes or possibly, say:

“I request that my union steward or representative be present for the meeting. Once they arrive or are available, I’ll participate in the meeting.”

If the employer denies the request, the employer has committed an unfair labor practice. You have the right to refuse to answer questions. The employer may not discipline you for such refusal.

For more information, please contact your NUHW organizers
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