



NUHW PULSE

KINDRED HOSPITAL BAY AREA

MARCH 2018



National Union of Healthcare Workers

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Collective Bargaining Agreement
with

Kindred Hospital
San Francisco Bay Area

Registered Nurses
May 22, 2017 - July 31, 2020

Clinical Laboratory Scientists, X-ray Technologists,
Respiratory Care Practitioners, Respiratory Therapists,
Operating Room Technicians, Phlebotomists,
Material Management Clerks
May 22, 2017 - June 30, 2020

OUR NEW CONTRACTS ARE FINALLY ON THE WAY

After months of delays, Kindred's lawyers have finally signed off on the contract, which are now being printed and will be distributed during the first half of April.

We want to make sure each worker has a copy to reference with questions about sick leave, bereavement pay, cancellations, seniority and extra-shift differentials. We all need to work together to defend every benefit and pay raise we fought for in our contract.



LABOR-MANAGEMENT MEETING

WORKERS ASK CEO TO ADDRESS CRISIS IN SHORT STAFFING AND EMPLOYEE TURNOVER

Twelve workers representing nurses, housekeepers and techs participated in a March 15 meeting with Kindred's Chief Executive Officer and Chief Operating Officer. While the top hospital executives made no promises to implement any specific changes to address understaffing, low pay, high staff turnover and poor morale, workers were able to confront them and clearly spell out the struggles they face.

ISSUES RAISED:

- EVS: Still need one more EVS worker on PM shift to handle large volume of trash and prepare rooms for new admissions.
- Floor RNs: RNs are being asked to do even more work to compensate for understaffing. They are now required to get patients back into bed after physical therapy sessions.
- ICU: RNs should only be caring for two patients, but many are being assigned three patients for up to half a shift. This is a violation of state law that limits nurses' ability to deliver the care that patients need.
- Respiratory: RTs explained that their new staffing system still does not consider the time it takes them to do several important procedures. They also pointed out that they are often assigned a higher ratio of vent patients than allowed under state law.
- CNAs: They again spoke about how short staffing is harming patient care, to which one hospital executive acknowledged that low pay is making it hard to attract new hires. With bargaining scheduled for June, we responded that the hospital and its corporate owners must be ready to provide raises that will solve the staffing crisis.
- Lab: Workers said their department has never been lower-staffed, yet management claims there are no vacancies. Understaffing is so bad, that workers said there is no coverage when they take time off.

Continued on reverse

AROUND THE UNION

San Francisco workers win arbitration ruling

NUHW members won a landmark arbitration ruling ordering California Pacific Medical Center to work with staff to prevent understaffing of nursing assistants.

Union members had urged the San Francisco hospital address understaffing, but management refused to act.

Thanks to a clause in their contract won during a 2005 strike, the caregivers had the right to take their concerns to an arbitrator, who ruled in their favor.

The arbitrator asked both sides to agree to a float pool that would provide extra workers and indicated he would implement one himself if no agreement is reached.

NUHW members win legal battle against Napa hospital

A federal judge ordered Queen of the Valley Medical Center to begin good-faith bargaining with NUHW and rescind retaliatory actions taken against workers for their union activities.

Workers voted to join NUHW in 2016, but the hospital has tried to overturn the election and had withdrawn recognition of the union.

“The gravity of violations (the hospital) committed are serious, as (it) withdrew recognition and abandoned agreements with the union,” Judge Levinson Steckler wrote in a decision. She added that the hospital “deprived the represented employees and the union over a year of good faith bargaining.”

This hospital plans to appeal.

LABOR-MANAGEMENT MEETING

Continued from front

MANAGEMENT RESPONSE AND NEXT STEPS:

The CEO took notes, asked questions and said she wanted to collaborate on solutions. She pledged to keep us updated as she tries to address our concerns. She did not specifically endorse pledge to implement our suggestions, such as using more on-call and registry staff to cover when workers call in sick, doing exit interviews with workers to find out why they are resigning and — most importantly — increasing the pay for workers with more years of service to retain experienced staff. Making any kind of changes at Kindred that costs the company money will not be easy, so we have to keep holding management accountable and standing up for ourselves and our patients.

NEXT LABOR – MANAGEMENT MEETING

June 21: 7:30 - 9:30 a.m.



Alameda County NUHW members interview Assembly candidate Jovanka Beckles.

WORKERS INTERVIEW POLITICAL CANDIDATES

On March 24, NUHW members, including Kindred Bay Area steward Shonda Hansen, interviewed candidates for Alameda County Supervisor as well as candidates for State Assembly, which include Oakland Councilmember Dan Kalb and Richmond Councilmember Jovanka Beckles. Our members engaged in a lively debate over the merits of each candidate before recommending a dual endorsement of Kalb and Beckles; there were no endorsements in the supervisor races because the candidates are running unopposed. The NUHW Executive Board will vote to ratify the endorsements at its April 14 meeting.

The endorsement meeting provided members with a chance to explain the issues we face to elected officials and question them how they will help hold greedy employers like Kindred accountable to their workers and patients. Workers asked candidates to commit to join any upcoming events or pickets we need to do to win improvements in pay and benefits.

With bargaining soon to be underway for LVNs, CNAs, Unit Clerks and EVS and Dietary workers, we could use political support to put further pressure on Kindred. These workers will receive their final raise June 1 under the current contract that expires in October.

OUR STEWARDS

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