



NUHW PULSE

KINDRED BAY AREA

JULY 2018

EVS, DIETARY, MONITOR TECHS, UNIT CLERKS, LVNs AND CNAs PREPARE FOR BARGAINING

This summer, our service unit workers will start bargaining their new and improved contract. Right now, we are electing our bargaining committee, the workers who will represent each department at our bargaining sessions with management, which hopefully will happen here at the facility. To win improvements in pay, healthcare benefits, staffing etc, we need to have a large and strong bargaining committee, so talk to your co-workers about who should represent your department. And in a couple weeks we will start filling out bargaining surveys to see exactly what workers want to prioritize improving in the new contract.



WORKERS GIVE CEO PROPOSAL FOR A RAISE TO ACHIEVE FAIR PAY

On Thursday, June 21, approximately 35 workers from NOC and Day shift met with the CEO and CFO to talk about short staffing and the pay gap between senior workers and new hires.

CNA patient load

Workers talked about their concerns with the patient load for CNAs, which can vary drastically — from 10 patients to 15 or 20 patients when one CNA calls in sick. We again asked management to use Registry CNAs to cover these holes and ensure enough CNAs to care for the patients. The CEO said that she wasn't aware of any CNA registry companies, although most nursing homes and hospitals use registry CNAs on a regular basis. We again suggested different solutions to the problem of short staffing due to call-offs, like having workers be put on-call so they can cover last minute, hiring per-diem CNAs and creating a bonus program to incentive workers not to call off. We also asked why CNAs were being cancelled, instead of having them stay and lighten the load for all nursing staff. Varsha said that if we have what management considers "too many people" on a shift, management has to cancel — to protect Kindred's bottom line.

Raise to bridge gap between current employees and new hires

The other issue we discussed was a proposed raise that would bring all RNs and Tech workers up to the level of pay in the New Hire Wage Scale in the contract. This raise would ensure that workers with five years working at Kindred make the same as new employees hired with five years of experience, that workers with three years at Kindred, would make the same as new hires with three years of experience, etc. RN Anna Baker said, 'this pay gap sends the message that management doesn't value our work. RT David Ascensio said, "if we are training new hires, we should be getting paid at least the same as those new hires." RT Blanca Schwartz added, "our patient load in Respiratory has gotten better, and it's gratifying that we can take better care of our patients, but this pay gap is creating a major issue with retention."

Management response

The CEO responded that though she does care about her employees, she is not authorized by Kindred to negotiate a raise. **On June 25 we asked management to meet with us to discuss this raise, but so far they have refused to meet so we are going to have to keep organizing until they agree to meet with us.**

KINDRED LAWYER DISRESPECTS OUR CONTRACT AND SENIORITY

In May 2017, we filed a grievance because a LVN and a CNA had been cancelled in violation of their seniority, and were sent home while newer employees were allowed to stay and work. Management agreed that this was a violation of the contract, but they refused to pay the workers for the shift that they missed and insisted that this was against Kindred policy. So, we took the case to arbitration and for over a year we have been waiting on them to select an arbitrator to decide on the case. Most recently, Kindred's lawyer told us that he flat out refuses to follow the grievance process and take the case to arbitration.

Arbitration is one extremely important way of making management follow the improvements and protections we fought for in our contracts.

We are calling on our CEO and CCO to demand that Kindred's lawyer respect our contract and our seniority rights and take this case to arbitration immediately to ensure that more workers are not cancelled in violation of their seniority in the future.



NUHW MEMBERS PICKET AT KINDRED SAN DIEGO

NUHW represents three Kindreds in Southern California, where workers face many of the same issues as at Kindred SFBA.

On June 11, caregivers picketed at Kindred San Diego to inform the public about chronic turnover and understaffing. Kindred San Diego workers are negotiating their first contract after going years without raises. With support from local political leaders at the rally, caregivers demanded a fair contract that would help them afford to stay at Kindred and continue caring for their patients. "The

revolving door of caregivers is unfair to our patients," said Anthony Rico, a respiratory therapist. "Too often they must endure a facility that is understaffed, while losing caregivers who know how to care for their individual needs."

At another facility, Kindred Brea, workers have started bargaining their new contract and are presenting proposals to management on ways to improve staffing and retention.

For more photos and info from the Kindred San Diego, see NUHW.org.

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