



NUHW PULSE

KINDRED SAN FRANCISCO BAY AREA

AUGUST 2018

LVNs, CNAs, Unit Clerks/ Monitor Techs, Dietary, and EVS workers prepare to bargain with management August 29

We have put together our bargaining committee, the committee of worker-volunteers from each department who will sit across from management and represent their co-workers at our bargaining sessions. Workers have been filling out a bargaining survey. This survey informs the bargaining team what member's priorities are for the new contract — raises, lowering healthcare costs, improving staffing, etc.

We will meet with management for our first bargaining session on August 29 at 9 a.m. Management refused to meet with us at the hospital so we will be meeting at the Carpenter's Union Hall, 1050 Mattox Road, Hayward. All members are welcome and encouraged to attend.

Our Bargaining Committee

LVNs: Paula Washington, Evelyn Jackson, Shonda Hansen, Navneet Singh

CNAs: Tracy MacDonald, Febrina Lumi, Sheilla Burrise, Tequila Killingsworth, Michelle Dick, Sheilan Zuniga,

Dietary: Premila Kashyap

EVS: James Fox

We are still looking for workers to represent the Unit Clerks/Monitor Techs so that their concerns and issues are also taken into account at the bargaining table. Please talk to Alex or bargaining team members if you are interested.

JOIN US SEPTEMBER 13 FOR NEXT LABOR-MANAGEMENT MEETING

On September 13 we will have our next meeting with the CCO and CEO to discuss issues like short staffing, turn-over, pay, and patient care. If you are concerned about these or other issues, please join us for the meeting. According to our contract, we only get to have these meetings with management once every three months, so we need to take advantage of this opportunity. Fifteen workers can be paid to attend the meeting, so

**LABOR-MANAGEMENT
MEETING**

SEPTEMBER 13

**7:30 a.m.
Room B**

if you are off that day on the AM shift and you want to attend, please talk to your union representative, Alex.

KINDRED SAN DIEGO WORKERS THREATEN STRIKE, WIN BIG WAGE INCREASES

This month, workers at Kindred San Diego voted 99 percent in favor of striking when management refused their demands to improve the raises in their new contract. Workers had already staged a successful picket so management knew their threat to strike was serious. Management wanted to do anything to avoid a work stoppage, so their lawyers sat down again with the bargaining committee and agreed to a contract with annual wage increases of 2.75 percent for new hires, 3.75 percent increases for workers with 1-3 years of service,

and 4.25 percent increases for workers with more than 10 years of service. Like here at Kindred SFBA, turnover is very high at Kindred San Diego and workers with more seniority were very frustrated that they were getting paid less than new hires.

This was the first time Kindred San Diego workers bargained a union contract, and they sent a strong message to management. At Kindred Bay Area, we should also be ready to picket and strike if it is necessary to win the improvements in pay, benefits and staffing that we deserve.



MANAGEMENT REJECTS PROPOSAL TO PAY SENIOR EMPLOYEES SAME AS NEW HIRES

On June 22, at our last Labor-Management meeting we proposed a mid-contract raise to address the pay gap between senior workers and new hires. Management's lawyer responded that they were not

willing to give any mid-contract raise at this time although they acknowledged that the practice of paying new hires more than senior workers does create retention problems.

We are going to have to

keep organizing and pushing management to recognize the experience and contribution of its employees. We will definitely be raising this issue at our next Labor-Management meeting on September 13 and beyond.

AROUND THE UNION

Big victory for Sodexo workers

Sodexo workers at Lakewood and Los Alamitos medical centers reached a tentative agreement on a contract that will boost wages by as much as 40 percent by 2020. Many Sodexo workers at Los Alamitos who were barely making over the \$11 minimum wage, will have their hourly wages jump to \$14.84 in January.

The workers will also pay much less for health insurance and have a wage scale that will result in additional raises with every year of service. The contracts follow our big victory for Sodexo workers at Fountain Valley Regional hospital earlier this year.

NUHW members strike in Anaheim

More than 100 NUHW members staged a one-day strike at West Anaheim Medical Center Aug. 9 to demand the same pay as their counterparts at other Prime Healthcare Hospitals. West Anaheim workers joined NUHW last year to fight for higher wages. The employer has offered 16 percent raises, but that would still leave workers far below the standard salaries.

Workers showed their strength leading up to the strike. The hospital announced it would lock them out for four days following the work stoppage, but it relented when workers made clear they would proceed with the strike.

Napa workers win legal battle

In another victory for Queen of the Valley Medical Center workers, the Napa hospital must immediately resume contract bargaining even as it continues trying to overturn their 2016 vote to unionize.

In a 23-page ruling issued July 16, U.S. Circuit Judge Mary Schroeder wrote that the hospital "engaged in retaliatory and hostile acts against union supporters."

The ruling also requires Queen to

reverse retaliatory actions taken against caregivers, rescind unilateral actions taken following the union's formation, and convene meetings where caregivers are read a judicial order explaining how the hospital violated their workplace rights.

Major hospital chain failing to care for poor

NUHW is exposing Providence St. Joseph's failure to honor its obligation to provide required charity care for low-income patients across California.

In a letter to California Attorney General Xavier Becerra, NUHW asked him to make the healthcare conglomerate comply with charity care obligations enshrined in a 2016 agreement that green-lighted the merger of Providence Health Services and St. Joseph Health.

Despite reporting profits in excess of \$280 last year, Providence St. Joseph Health hospitals in California failed to meet their charity care obligations by \$20.7 million.

"There is no excuse for Providence St. Joseph not to satisfy its charity care obligation, especially when its hospitals are recording healthy profits," NUHW President Sal Rosselli said.

NUHW poised for Hawaii expansion

We have filed to represent 33 mental health workers at Kaiser Hawaii after Kaiser rejected their request to let them join NUHW by turning in union cards.

This would be our first mental health bargaining unit outside California and an important expansion of our presence within Kaiser. The unit would include psychologists, substance abuse counselors, and social workers, who would join a growing list of NUHW mental health members from our recent victories in San Francisco, Oakland, Santa Cruz, and Elk Grove.

Candidate endorsements are underway

This is an important month in our effort to elect pro-worker candidates to key elective offices this November. Please consider participating in endorsement meetings slated for the coming weeks, during which everyone gets a say in which candidates receive NUHW's blessing.

The more allies we can help win elective office, the more leverage we'll have with employers to win good contracts. And, as a democratic union, we depend on members to interview candidates and determine who deserves our endorsement.

Please contact your organizer to learn about the endorsements we have made and whether an endorsement meeting is upcoming.

Drug treatment workers demand living wages

NUHW-represented treatment workers at Santa Cruz County's largest drug rehabilitation facility told county lawmakers that Santa Cruz's addiction crisis won't get better until the county pays them a living wage.

Santa Cruz has an opioid overdose death rate double the statewide average. Yet, Janus of Santa Cruz, the county's primary addiction treatment provider, pays its employees so little that experienced counselors are leaving the region for better-paying jobs. Turnover at Janus neared 40 percent in 2016.

"Continuity of care is crucial in this field. Relationships are key to our success," Matthew Van Nuys, a drug counselor, told county lawmakers. "And turnover is the absolute enemy of recovery and the work that we do. And turnover is at an all-time high, and I'm convinced it's because of wages."

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