

KINDRED WESTMINSTER BARGAINING UPDATE

AUGUST 14, 2018



After bargaining, our team drove to West Anaheim Medical Center to support striking NUHW members.

MANAGEMENT ATTACKS OUR JOB PROTECTIONS AND OUR BREAK TIMES

Management is proposing to keep discipline in our files for up to 48 Months!

As if we weren't already burdened with overloaded work assignments and a lack of respect from our supervisors, Kindred is now proposing to eliminate protections in our contract in order to have more power in disciplining us.

Kindred proposed that disciplinary actions remain in our files for up to four years. That means we could have a clean record for over 40 months, but still be fired for a single new mistake. In our current contract, discipline is only valid for 12 months and 24 months for serious patient care related incidents.

Kindred also proposed that the new contract grant it authority to suspend us indefinitely, **without pay**, while they "investigate" an issue. Our current contract requires Kindred to pay us during an investigatory suspension.

Management also is proposing to penalize us for missed meals/missed breaks!

In the healthcare industry, there is always a possibility of having to miss a break. We can't just walk away from someone's bedside if management hasn't provided staff to relieve us. **But Kindred is proposing that it can discipline us if we don't tell them that we may miss a break or meal.**

It's management's responsibility to ensure there is sufficient staffing to cover our breaks/meals. **If you miss a break or a meal, you are entitled to ONE HOUR of pay. That's the law.**

NEXT BARGAINING SESSION

AUGUST 29TH 9:30 AM

8530 STANTON AVE, BUENA PARK, CA 90620

EVERYBODY IS ENCOURAGED TO ATTEND