

KNOW YOUR RIGHTS!

What Is a Shop Steward?

A shop steward is a co-worker elected by the members in your department to serve as your representative, advocate and resource.

A shop steward is trained to effectively resolve an issue, answer questions about the Union contract or work-related concerns. If you have any disciplinary concerns or issues, shop stewards are trained to represent and help you.

Every Department and Shift Needs a Shop Steward!

Start talking among your co-workers to decide who would be the best person to represent you and be trained and supported by our Union. In the next couple months we will hold Shop Steward election process!

Follow the Law and Our Contract! EAT AND REST!

All NUHW members at Kindred San Diego have the right to enjoy 15 minutes of an uninterrupted rest break for every four hours worked, in addition to a 30 minute uninterrupted meal period.

If you are unable to take your meal or breaks, under California Law and our Union contract, you are paid one additional hour of pay for a missed meal and/or a missed break. If you are unable to take your break or meal, follow these steps:

1. **Notify to your supervisor in advance –if possible – that you might miss a break or lunch.**
2. **Fill out the TIME CLOCK FEEDBACK FORM if you have missed a break, meal or your meal/ break was interrupted.**
3. **Keep a copy or take a picture for your records.**
4. **Submit the completed form to your supervisor.**

Never work while you are “off the clock”. Do not “clock out” for lunch and continue to work. Do not “clock out” for your shift, and “finish” up. Working off the clock is a liability for you and the hospital.

Interested in Another Job? Learn more.

Under our new Union contract, a job posting, and bidding process has been established. Under our contract, the most senior employee who meets the job qualifications is awarded the position.

Management is required to post open positions on the Kindred San Diego website for 7 calendar days so members can apply before anyone from outside the hospital applies. If you are interested in other positions or shifts, keep an eye on the Kindred website. You must apply online.

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WHAT IF MANAGEMENT WANTS TO MEET WITH ME — WHAT DO I DO? EXERCISE YOUR WEINGARTEN RIGHTS!

Under a Supreme Court ruling, unionized employees have the right to union representation in a meeting with management when the employee believes the meeting might lead to disciplinary action. These are called Weingarten Rights.

Union representation is not automatic — you must clearly request that a union steward or staff representative be present at the meeting, and you must do so before the meeting begins. Management cannot punish you for making this request.

When management calls you into a meeting, ask first:

“Can this meeting or discussion in any way 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.

EXAMPLES OF ISSUES THAT COULD RESULT IN DISCIPLINE OR TERMINATION

Absenteeism/tardiness
Accidents
Damage to company property
Drinking/drugs

Falsification of records
Fighting
Insubordination