



NUHW NEWS AND VIEWS

Kindred San Diego

JANUARY 2019

CANCELLATION/ FLEXING ORDER

This is how it works:

Prior to canceling full-and part-time employees on their regular schedule for low census, the Hospital will first cancel:

- a. Volunteers: anyone can volunteer
- b. Agency/registry employees
- c. Temporary employees
- d. Part-time employees
- e. Full-time employee working overtime or on extra shifts
- f. Per diem employees
- g. The Hospital will then cancel
 - i. part-time employees; and
 - ii. full-time employees, based on rotating seniority by shift, job position, and unit, if appropriate.

The hospital shall notify affected employees as soon as the need for cancellation/flexing is known to the Hospital. If the employee is not notified two hours before the shift, the employer shall pay reporting pay when the employee reports to work.

Contract minimum wage increased to \$12.15 per hour

On January 1, California's minimum wage was increased to \$12.00 per hour. No employee at Kindred Hospital San Diego should be earning less than \$12.00 per hour.

NUHW WINS AWARD FOR WORK IN ORANGE COUNTY

NUHW was honored last month by Orange County Communities Organized for Responsible Development (OCCORD), one of Orange County's leading progressive organizations.



OCCORD members participated last year in NUHW actions that secured big raises for workers at West Anaheim Medical Center, Kindred Brea and Westminster hospitals, Fountain Valley Regional Hospital, and Los Alamitos Medical Center. They also supported our recent Kaiser strike. This award comes on the heels of our Sodexo members being honored by the Orange County Democratic Party with its Dolores Huerta award for their organizing work that won contracts with raises exceeding 40 percent.

UNION REPRESENTATION WORKS!

I would like to share an incident and how, thanks to union representation, I was able to make my voice heard.

I was cancelled two times in less than three weeks. I noticed my co-workers were not being cancelled. I asked myself, "What is going on? I don't understand why I am being cancelled so often." I decided to do something about it.

I met with Barbara Vargas, the CCO, and she immediately launched an investigation. The investigation found that I had twice been

cancelled out of order (by the mistake of a supervisor) As a remedy, we agreed that I would be skipped two consecutive times in the cancellation list.

I want to thank Anthony Fantano for being my shop steward. We were able to identify the problem and agree on a solution.



Linda Vance, CNA
NUHW member

SHOP STEWARD ELECTIONS - JANUARY 16, 2019

NUHW members at Kindred Hospitals across southern California will elect representatives in each department and shift. Shop stewards help members understand their union contract rights and benefits, and mobilize them to participate in union activities.

A strong union needs a strong team of shop stewards. Please be sure vote, and urge your coworkers to vote, too!

DATE + TIME: January 16, 2019 • 6-8 a.m., 12-2 p.m., 6-8 p.m.
LOCATION: Hospital Cafeteria on the First Floor