



NUHW NEWS AND VIEWS

Kindred Hospital Westminster

JANUARY 2019

EMPLOYER'S FAILURE TO IMPLEMENT NEGOTIATED WAGE INCREASES REMEDIED

On January 7, we sent an urgent letter to Kindred's attorney, calling him out because he had failed to implement the wage increases that were negotiated last year. We even escalated the issue to the corporate office in Kentucky the same day.

On January 9, we received this responses from Kindred's Vice President of Labor Relations, Edward J. Goddard:

"I worked with Andy yesterday and I personally just approved the raises and sent them to the corporate office for processing, retroactive to the first full pay period following ratification in early November. On behalf of the company, I apologize for the delay."

The increase might appear in your next paycheck. Check your pay stub for retroactive payment for all hours worked after November 18, 2018. If you have any questions, please contact a shop steward or your union organizer.

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.

SHOP STEWARD ELECTIONS JANUARY 29, 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: Tuesday, January 29, 2019
Time: 6-8 AM, 12-2 PM, 6-8 PM
Location: Big Sur Room

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CANCELLATION/ FLEXING ORDER

This is how it works:

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

- Volunteers: anyone can volunteer
- Agency/registry employees
- Temporary employees
- Part-time employees
- Full-time employee working overtime or on extra shifts
- Per diem employees
- The Hospital will then cancel
 - part-time employees; and
 - 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. Thanks to our new contract, NUHW members who were making less than \$12/hour received an increase on January 1 that brought them up to \$12.15 per hour.

NUHW MEMBERS PUT PRESSURE ON KAISER WITH STATEWIDE MENTAL HEALTH STRIKE

Four-thousand NUHW members staged a five-day strike last month, putting intense pressure on Kaiser Permanente to settle a contract that treats its workers fairly and provides patients better access to mental health treatment.

Strikers included psychologists, social workers, therapists, psychiatric nurses, addiction medicine specialists, dietitians, audiologists and health educators as well as nurses and engineers striking in sympathy. In total, we staged nearly 70 pickets outside 30 Kaiser facilities from San Diego to Sacramento in what was the largest strike of mental health workers in U.S. history.



The strike, which generated 787 television news reports and more than 100 additional print and web stories, inspired hundreds of patients to share their stories of Kaiser denying them timely care. We made mental health parity – and Kaiser's refusal to achieve it – one of the biggest stories in California during the week of the strike.

The strike also inspired leading advocates for mental health parity to speak out in support of Kaiser clinicians. Former Congressman Patrick Kennedy – the author of the Mental Health Parity and Addiction Equity Act of 2008 – joined striking therapists on the picket line and participated in a public forum with clinicians and patients.

The ball is now in Kaiser's court. If they decide to treat patients and caregivers with fairness and respect, we're ready to roll up our sleeves and find sensible solutions to the chronic problems that deny patients timely and appropriate care. If not, we're ready to continue our fight for as long as it takes until they understand they can't get away with shortchanging mental health care anymore.