



FEBRUARY 2019

NUHW PULSE

KINDRED BAY AREA

WOUND CARE RNS VOTE UNANIMOUSLY TO JOIN OUR UNION!

On February 19 the Wound Care RNs voted unanimously to join us in the National Union of Healthcare Workers (NUHW) in an official vote conducted by the National Labor Relations Board.

The five Wound Care workers will now be included under the same umbrella as other RNs and Tech Workers at Kindred and will form a bargaining committee to negotiate with management over any issues specific to their department.



"It took us a long time to get here," said Lindsay Fletcher. "We are glad and relieved that finally we are joining our co-workers in the union and have more of a voice at Kindred."

WE DEMAND RESPECT ON THE JOB!



In the past two weeks, we have taken important steps to confront and change the hostile work environment at Kindred:

February 6: A group of 12 RTs, RNs and CNAs met with management to discuss an unprofessional outburst by the director of nursing (DON).

February 11: A group of 35 workers attended a meeting with the CEO and insisted that the DON's behavior be investigated thoroughly and that he be disciplined appropriately.

Valentines Day: Workers in all departments and on both shifts wore stickers: **Kindred Respect Your Workers!**



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NUHW
NATIONAL UNION OF HEALTHCARE WORKERS

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

HOW WE CAN MAKE SURE DISCIPLINE IS FAIR

As union members we can force management to discipline employees in a fair, objective way that gives each employee the chance to improve his or her performance.

Before a discipline: If a boss wants to meet with you, you must ask, "Could this lead to discipline?" If they say yes or maybe, tell your boss you're invoking your right to have a union rep or steward with you for this discussion, and you will not answer any questions until your union rep or steward is present. If your boss agrees to hold off, you must contact a union rep or steward to set up that investigatory or disciplinary meeting.

If you are disciplined: The only way to get an unfair discipline removed from your file is to work with your rep or steward to file a formal union grievance. Then, management has to prove that they conducted a thorough investigation and found that the discipline was fair and not retaliatory.

You must file within a certain amount of time after the disciplinary action (e.g., verbal warning). CNAs, LVNs, Dietary, EVS, Monitor Techs/Unit Clerks must file within 30 days after the disciplinary action. RNs, RTs, Rad Techs, Lab, and others must file within 10 days.



RESPECT ON THE JOB

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February 18: A group of 25 RTs and nursing staff met with the CCO. Workers asked about the investigation of the DON's behavior and what management is going to do to make sure workers didn't feel fearful or intimidated at work. The CCO said that HR investigated the DON's interactions with workers and took the necessary action but she would not say what action that was. We re-iterated that the DON should be sent to anger management classes and apologize for his Feb 6th outburst so that workers feel confident he will treat them with respect in the future.

"In all the years that I have worked at Kindred, I have never seen managers treat employees this way," said Paula Washington, LVN. "Management keeps saying we are a team. We have to keep demanding that they treat us like a team — by improving our pay and benefits in our new contract, by making sure we have enough staff, and by making sure managers speak with employees respectfully."



YOUR UNION STEWARDS

Shonda Hansen, LVN
AM shift
(510) 459-8268

Terry Riley, RT
NOC shift
(510) 943-8295

Mylane Hastings, RT
NOC shift
(916) 835-5955