

KINDRED BAY AREA BARGAINING UPDATE

March 5, 2019

On January 17 our NUHW Bargaining Committee presented Kindred management with a full, comprehensive proposal on all remaining issues, both economic and non-economic.

At our last session, on February 12, management gave us a comprehensive counterproposal on everything, including wages, health insurance, disciplines, cancellations, and so on.

THE GOOD NEWS: Management has agreed to some issues that are important to us:

Health insurance: For those of us on the Kaiser medium healthcare plan (which is most of us), management has agreed to freeze the percentage that we pay of the premium for the next three years. *This is a very important victory: up to now, management has always been able to just increase the cost/percentage of our health insurance whenever they wanted to.*

Progressive discipline: Management has agreed to putting progressive discipline steps in the contract. *This would require them to follow these steps, so they can't just fire or suspend someone for a minor offense.*

Paid Investigatory suspensions: Management has agreed to pay workers when they are suspended pending investigation.

Raises: Management has agreed to include additional longevity wage increases for workers with more than five years of service, and these raises will be on top of the annual wage increases that everyone receives. We're still bargaining over the amounts of all the raises, but this is a good start.

UNION PROPOSAL	MANAGEMENT PROPOSAL
<p>2019 (when contract is ratified): 3% for FT/PT 1.5% for Per diem</p> <p>Extra Longevity Raise (when contract is ratified): 3-10 years of service: 1.0% 10+ years of service: 1.5%</p>	<p>2019 (on 06/01/19): 2.5% for FT/PT 1.25% for Per diem</p> <p>Extra Longevity Raise (on 06/01/19): 5-10 years of service: 0.75% 10+ years of service: 1.25%</p>
<p>2020 (on 06/01/20): 3.0% for FT/PT 1.5% for Per diem</p> <p>Extra Longevity Raise (on 06/01/20): 4-10 years of service: 1.0% 10+ years of service: 1.5%</p>	<p>2020: 1.25% for FT/PT (on 06/01/20) 1.25% for FT/PT (on 12/01/20) 1.25% for Per diem</p> <p>Extra Longevity Raise (on 06/01/20): 4-10 years of service: 0.75% 10+ years of service: 1.25%</p>
<p>2021 (on 06/01/21): 3.0% for FT/PT 1.5% for Per diem</p> <p>Extra Longevity Raise (on 06/01/21): 5-10 years of service: 1% 10+ years of service: 1.5%</p>	<p>2021 (on 06/01/21): 2.5% for FT/PT 1.25% for Per diem</p> <p>Extra Longevity Raise (on 06/01/21): 5-10 years of service: 0.75% 10+ years of service: 1.25%</p>

KINDRED BAY AREA BARGAINING UPDATE

continued from front

THE BAD NEWS: We have yet to reach agreement on other issues, including:

Cancellations: Currently, management has to cancel folks by seniority, so that the least senior person gets cancelled first. Management is proposing to change to cancellation by rotation: First, the least senior person would be cancelled, then the next time it's the next least senior person, and so on.

Differentials: We proposed some improvements to shift differentials, preceptor and weekend differentials, but management has rejected these proposals so far.

**JOIN US FOR OUR NEXT
BARGAINING SESSION:**

TUESDAY, MARCH 26 at 8 A.M.

**CARPENTERS UNION HALL
1050 MATTOX ROAD
HAYWARD**

**We have made some major advances,
but we have challenges ahead.**

**This is the moment to come together and
show we're united, committed, and unafraid.**