



FEBRUARY 2019

NUHW PULSE

Kindred Hospital San Diego • Kindred Hospital Brea • Kindred Hospital Westminster

SURVEILLANCE CAMERA UPDATE

The Kindred Westminster facility has proceeded with the installation of surveillance cameras in hospital rooms for the purpose of monitoring patients at high risk of falls.

We are concerned that the use of this cameras may lead to discipline and have asked management for clarification. We are also very concerned about the privacy of our patients. We do not want these changes to negatively impact staffing levels.

This is a trial period during which management is evaluating the effectiveness of the cameras in the reduction of falls. As a direct patient care provider, your perspective is important. Please join us at our monthly patient care committee meetings. Our next meeting is scheduled for Thursday, March 21 at 10 A.M.

UPDATE ON SHOP STEWARD ELECTIONS AT KINDRED SAN DIEGO/ WESTMINSTER

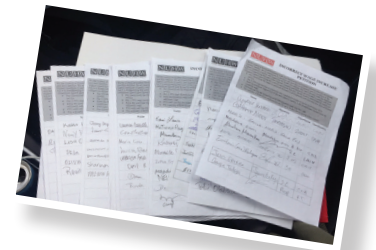
Coworkers nominated to be shop stewards are collecting signatures to become union stewards at your hospital. Each department has the right to at least one shop steward. Communicate immediately with your union rep if your department has not elected a steward yet. Stewards will help their peers understand the rights and benefits in the union contract, help during investigatory meetings conducted by management, and assist with the first step of the grievance process.

THE KINDRED BREA SHOP STEWARD TEAM



CLOCKWISE FROM TOP LEFT: Brenda Alexander, RT, and Jose Gonzalez, LVN; Kumar Surrender, CNA, and Teresa Darvish, RN Adv. Skills; Elias Hernandez, Monitor Technician; Rosaura Kries, EVS, and Marciela Ali, CNA; and Ted Hoagland, Materials Maintenance. Not pictured: Rosemary Vidal, Admitting; Marlene Pulido, Food Services Aide; Lakisha Smith, Monitor Technician; and Lilliane Ives, LVN.

MEMBERS DELIVER 130+ SIGNATURES TO MANAGEMENT AT KINDRED WESTMINSTER



In February, a group of workers submitted a petition with more than 130 signatures demanding that Kindred pay our wage increases that have been overdue since November 18, 2018.



Due to this collective action, our voices were heard and this contract violation was corrected. We showed management that in unity there is strength, and we are not afraid of enforcing our rights under our NUHW contract.



GOV. NEWSOM'S STATE OF THE STATE ADDRESS

In his State of the State address this month, California Governor Gavin Newsom acknowledged the danger posed to patients and caregivers from health care mergers.

Speaking to legislators, Newsom said, that “the consolidation of hospitals and other health providers ... in many cases have limited patient choice and made care more expensive.”

The governor’s remarks come as NUHW has called for strict government oversight of the proposed merger of Providence St. Joseph hospitals in Northern California with hospitals controlled by Adventist.

The 2016 merger of Providence with St. Joseph Health has resulted in hundreds of layoffs and rampant understaffing, while the system’s CEO Rod Hochman saw his total compensation jump from \$4.1 million to \$10.5 million.

Governor Newsom also reiterated his plans to expand Medi-Cal to cover young immigrant adults who are in the U.S. illegally, require all consumers in the state to carry health insurance and increase subsidies for those who can’t afford it.

IN WORKERS’ OWN WORDS

Progressive discipline above all!

by Rosaura Kreis, EVS



In November of last year, I received a written discipline claiming that I had not followed the department’s break schedule. I told my supervisor that the discipline was too severe, but she did not want to reduce the discipline. I had to submit a grievance to get my case heard by upper management. After a few meetings, the union was able to reduce the discipline to a verbal warning.

Progressive discipline is a fundamental part of our contract and must be followed by supervisors. I encourage my coworkers to ask their stewards for more information about their rights. I am very happy with the results. Fairness and job security are part of enforcing our contract.

Always be vigilant in enforcing your rights!

by Lakisha Smith, Monitor Technician



In July 2017, Kindred workers received a salary increase as established by our union contract. Due to changes in my employee status, management did not give me this increase. I did not notice it until several months later. I submitted a grievance to the union for backpay compensation. After several meetings with upper management the Union was able to settle the grievance for fair compensation.

The settlement was achieved because of our grievance and arbitration clause in our NUHW contract. Having a right to take a grievance to arbitration help us enforce our rights.

NUHW MEMBERS ENDORSE LORETTA SANCHEZ FOR OC BOARD OF SUPERVISORS

Loretta is a long time friend and ally of NUHW members — always standing with us on the picket line or at the bargaining table. A community activist with more than 20 years of experience in Congress, Loretta will make sure we have a champion in county government.

Loretta fought for us tirelessly in D.C., and we know she will do it again on the OC Board of Supervisors! Vote Loretta Sanchez!



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For more information, please contact NUHW Organizer Isacc Ramirez Perez at (626) 391-8224 or iramirezperez@nuhw.org.

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