



APRIL 2019

NUHW PULSE

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

PATIENT CARE COMMITTEE REPORTS

Westminster: Congratulations to our EVS members for standing united. We reported that the scheduling department is not following the language on Article 8, Additional Work. Management agreed to work with us to create a fair process to address the issue. We also reported that switching nursing staff assignments after the start of a shift is not appropriate. Management will work with supervisors to ensure that assignments are appropriate at the beginning of each shift to avoid changes after the start of the shift. Members Representing NUHW: Paul Chang, Ashley Luna, Marsha Shannon-Bradley, Salvador Ordaz.

Brea: Management reported that two LVNs have completed their transfers, one to Kindred Westminster and the other one to the day shift. As a result, fewer cancellations will take place during the night shift. We also spoke with CEO Rafael Pena and let him know that EVS cancellations did not follow the contract language. He responded, "This is my hospital and you are not telling me how to run it." Members are ready to fight to enforce their union contract. Members representing NUHW: Lakisha Smith and Rosaura Kreis

San Diego: We had our first meeting with management to discuss concerns related to patient care. Yoli Andersen gave feedback on the new needles used in the phlebotomy department including some negative comments from patients. Supervisors will start providing trainings on using the new needles. We also reported concerns about caring for patients with a violent history. We encourage our members to report incidents to their shop stewards. Members representing NUHW: Anthony Rico, Stephanie Maracle and Yoli Anderson.

EVS MEMBERS AT KINDRED WESTMINSTER ARE FIGHTING FOR DIGNITY AND RESPECT!

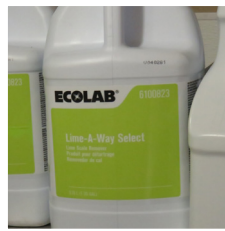
We came together and exposed favoritism and mistreatment within the department. We presented our claims to the hospital's CCO during the Patient Care Committee meetings. It took two meetings, but we recently learned that the EVS supervisor is stepping down and will be replaced by the supervisor from Kindred Brea until they find a permanent replacement.



From left: Michael Kaneko, Lucia Ferreyra, Maria Mora and Maria Villagrana

Another victory: Two EVS workers who had received discipline without just cause earlier this year had that grievance withdrawn from their files. The members had been accused of failing to obey a direct order from the supervisor, which was delivered by another EVS worker. The members tried to resolve this matter with the supervisor, but she refused to listen. They contacted their NUHW organizer and the issue was escalated to upper management, which promptly launched an investigation; Management determined that the members had not violated the policy and agreed to withdraw the discipline from the employees' files. Congratulations to Maria Mora and Maria Villagrana for speaking up!

SAFETY FIRST: CAL/OSHA VISITS KINDRED HOSPITAL BREA



On April 8, the Cal/OSHA High Hazard Unit concluded its safety inspection for the LTAC unit.

The facility stopped the use of the following corrosive chemicals: Solid Power XL, Lime-a-way, Greasecutter Plus, and A-456 II disinfectant cleaner. A throat guard was also installed on the waste disposal in the kitchen.

The majority of the violations were corrected; two are still pending. See the back for more detail on the violations and current status.

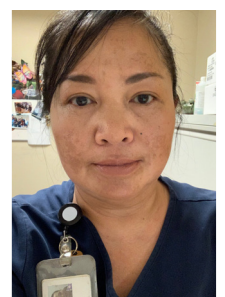
Westminster and San Diego members: Alert your supervisor or shop steward to any violations in your department.

Continued on back



"My colleagues and I are very happy with the visit of Cal-OSHA, now I am sure that the kitchen is a safer place to carry out our daily activities."

Marlene Pulido
Food Service Aid



KINDRED BREA HOSPITAL EMPLOYEE ELECTED VICE PRESIDENT!

In April, Kindred Brea members elected Jose Gonzalez, LVN, as the new vice president of NUHW. Jose will be the voice for Kindred Brea members during executive board meetings and work with other members from across California to assist and advise our President on how to move the Union forward. Jose served his country during the war of Vietnam and will now serve his fellow NUHW members.



ENFORCING OUR NEGOTIATED WAGE INCREASES WHEN GIVING UP IS NOT AN OPTION

By Krislee Villanueva, RN

Last October, our union negotiated a wage increase for all employees with six months of service at Kindred Brea. Unfortunately, my increase didn't show up on my paycheck. I contacted my union organizer for assistance claiming my delayed wage increase. Several months later, after many emails to my employer, I finally received my long-overdue wage increase with a retroactive payment for all hours worked since October. Thankfully, I spotted the missing increase and was able to recover the money owed to me.



STEWARD REPRESENTATION WORKS!

By Marsha Shannon-Mabry, MT,
Shop Steward

Last April, one of our members was suspended pending investigation. Another LVN Steward and I represented the member during meetings with management. Our member went back to work upon the conclusion of the investigation and was paid for all the loss time caused by the investigatory suspension. Remember, union representation and compensation pending investigation are two great benefits secured by our union contract.

EVS KINDRED BREA ENOUGH IS ENOUGH! STOP THE ATTACKS ON WORKERS!

We must unite to stop management from violating our union contract!

An EVS employee with 14 years of service was terminated without previous discipline. Management should not terminate an employee without progressive discipline and a fair process.

The hospital is also cancelling employees without following the process established in the contract.

Last but not least, Kindred failed to implement a wage increase that was due on January 1, 2019. This is not an isolated case. Kindred has constantly delayed the implementation of wage increases without valid reason. The 2019 wage increase is around the corner and we must hold Kindred Brea accountable.

Sign the petition in support of bringing back our EVS co-worker who was terminated without just cause and to stop the unfair cancellations of EVS workers.



SAFETY FIRST: CAL/OSHA VISITS KINDRED HOSPITAL BREA

Continued from front

SEVERITY	CODE	DESCRIPTION	STATUS
Serious	4559(a)	Missing throat guard on commercial garbage disposal	Abated* (Throat Guard installed)
Serious	5162(a)	Corrosive chemicals in kitchen and chemical storage room capable of causing severe eye damage without Cal/OSHA compliant eyewash	Abated (Stop corres. chemi)
Serious	5162(b)	Corrosive chemicals in kitchen and chemical storage room capable of causing skin burns without Cal/OSHA compliant emergency shower	Abated (Stop corres. chemi)
General	3221(b)	Missing required elements for Fire Prevention Plan	due by May 13
General	6151(c)(1)	Missing fire extinguisher locator signs	Abated (signs posted)
General	6151(g)	Missing annual fire extinguisher training records for some employees	due by May 13
Regulatory	14300.32(a)	Missing 300 A annual summary forms-Summary and Log of Work-Related Injuries and Illnesses	Abated (corrected)

*Abated means the violation was corrected.



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