



MAY-JUNE 2019

NUHW PULSE

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

PROVIDENCE TARZANA EVS WORKERS JOIN NUHW



EVS workers at Providence Tarzana Medical Center voted on June 27 to join NUHW. PTMC is owned by Providence Health and Services is an acute care hospital providing care to the medically underserved California's San Fernando Valley.

These 55 workers voted 2 to 1 in favor of joining more than 500 NUHW-represented workers at PTMC who already enjoy the benefits and protections of a union contract, including guaranteed annual wage increases, limits on flexing and subcontracting, and health benefits with protections against cost increases to workers.

"I decided to join my co-workers at PTMC in Our Union because we deserve job security, safe staffing and respect," said worker Diana Cenicerros. "We would get threatened by management for calling in sick and they even cashed out some of my co-workers paid time off and told them they could not take time off. This will all change now that we are in a union."

WAGE INCREASES: GRIEVANCE WON!

During May, we met with Kindred management to discuss how to best address the late payment of wage increases affecting approximately 10 percent of our membership. Management agreed to correct the wage increases immediately, and do it retroactively.



Ted Hoagland
Materials Management Clerk
Kindred Brea

"I was at the grievance meeting and we reviewed each situation one by one. There was great cooperation on both sides. Our members were well represented."



Gab Salcido
Respiratory Therapist
Kindred Brea

"It was a lot of work...we sent several emails and we even filed a grievance. It was all worth it to accomplish this goal. I finally got my 2018 wage increase with retro payment."

KINDRED BREA 2019 WAGE INCREASE

The wage increase for 2019 will come into effect on July 3. This increase will be reflected on the payday of July 23. Increases will depend on years of service. See the complete information on Article 12 and Appendix A of your new contract.

UNTIMELY DISCIPLINE: 30 DAYS IS THE LIMIT!

BY TERESA DARVISH, ICU RN

A few weeks ago, I received a discipline from my supervisor. I filed a grievance because the discipline was untimely and without just cause. During the grievance meeting, the facts showed that the discipline was issued thirty (30) days after the alleged incident, which automatically made it untimely. Our contract limits management's rights to 30 days for issuing discipline (when patient care is not involved). We were able to prove that it was given without just cause, too. Management reconsidered its position and agreed to remove the discipline from my personnel file.

In recent days, in a similar case, Brenda Alexander, RT got a discipline withdrawn from her personnel file, too.

The grievance procedure gives all employees the opportunity to defend themselves and fight for fairness in the workplace. Be sure to read Article 26 of our union contract so you know your rights.



Teresa Darvish, RN (left) and Brenda Alexander, RT, Kindred Brea

CONTRACT DISTRIBUTION DAYS AT KINDRED SAN DIEGO AND KINDRED BREA

**Knowledge is power —
read your contract!**

Copies of our union contracts were distributed at Kindred Brea and Kindred San Diego recently. Many members have already picked up a copy and are already learning about their rights, benefits, and protections. If you have not received a copy of your contract yet, contact one of your shop stewards as soon as possible.

PATIENT CARE COMMITTEE REPORT: KINDRED WESTMINSTER

We reported that members were not receiving sufficient notification for the fit test, which was creating discomfort among our members. The hospital agreed to direct the employee health nurse to start giving advance notice to employees who need to get a physical screening by posting a list with names and due dates.

Care View/Sitter Assignment Flexibility: NUHW members are allowed to swap these assignments with other peers within the same classification and unit. Also, the care view break relief should be provided by the 2W charge nurse.

We also reported that registry workers haven't been notified in time to report to work, creating an unnecessary short-staffing issue. Management responded that this ongoing issue has been communicated to Central Staffing and is being investigated by the Central Staffing Manager and local Management. Help us solve this issue by communicating any relevant information to your shop stewards.

STOP THE ATTACKS ON EVS AT KINDRED BREA!

On June 10, stewards Rosaura Kreis, Brenda Alexander, and Lilliane Ives, accompanied by a group of members, delivered a petition signed by a majority to protest contract violations in the EVS department.

Only the salary issue has been resolved; three more are still pending:

1. cancellations out of order,
2. unreasonable cancelaciones/flexing of workers, and
3. reinstatement of the employee who was fired without the process of progressive discipline.

We stand strong and united to protect our rights under the contract. Stay tuned for more information of our next collective actions.



From left: Lilliane Ives, Cheryl Ibasco, Brenda Alexander, Lou Ella, Carmen Melchor, Rosaura Kreis, and Nessie Palentinos



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