



JULY-AUGUST 2019

NUHW PULSE

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

FORMER NUHW MEMBER REACHES SETTLEMENT AGREEMENT!



Last February, NUHW member Carmen Melchor was fired after 14 years of service at Kindred Hospital Brea. She reached out to NUHW for assistance.

Carmen's NUHW organizers investigated the facts helped her file a grievance. An initial meeting with Kindred's legal counsel was not encouraging, so we moved the grievance to arbitration and stewards focused on collecting signatures to protest the harsh discipline.

Our collective efforts have paid off. The Union, Carmen and the Employer agreed to a fair settlement of the grievance.

Congratulations, all! Your petition was a sign of strength and solidarity that gave us significant leverage in this process.

2019 WAGE INCREASE UPDATES



KINDRED WESTMINSTER

As of August 11, members at Kindred Westminster are being paid at the new rate for every hour worked. The increase is expected to be reflected in our August 30 paycheck. If it isn't, the company is required to make a retroactive payment for all hours worked after August 11. Increases depend on years of service.

KINDRED BREA

Members at Kindred Brea saw the annual wage increase reflected in our August 6 paycheck. Please verify you received your increase.

KINDRED SAN DIEGO

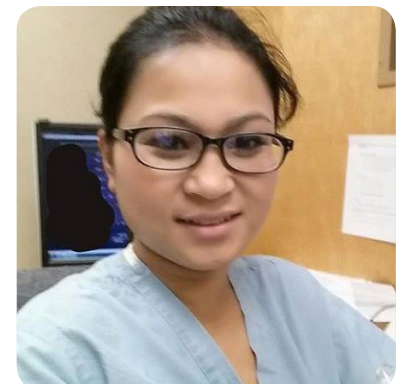
As of August 4, members at Kindred San Diego are being paid at the new rate for every hour worked. The increase is expected to be reflected in our August 23 paycheck. If it isn't, the company is required to make a retroactive payment for all hours worked after August 4. Increases depend on years of service. See Article 12 and Appendix A of your union contract for details.

QUESTIONS OR CONCERNS? CONTACT YOUR SHOP STEWARD.

PROGRESSIVE DISCIPLINE ABOVE ALL!

by Kimmy Miclat, LVN
Kindred San Diego

Last April, management decided to terminate my job at Kindred San Diego. I contacted my union rep for assistance. The evidence showed that the progressive discipline rules had not been followed. We filed a grievance and Kindred's legal council agreed to reinstate my employment immediately. I am very happy with the representation and the job protection offered by our union contract."



KINDRED SAN DIEGO SHOP STEWARDS

Isacc Gallardo (EVS)
 Maria Elena Belmonte (LVN)
 Loise Jensen (LVN)
 NEW! Luz Coats (LVN)
 Edith Delao (CNA)
 Anthony Fantano (Unit Secretary)
 Anthony Rico, (RT)
 Yoli Andersen (Phlebotomist)
 NEW! Luisa Abubo (Mat. Mgmt.)

MEET YOUR STEWARDS!

Hello! I am Anthony Fantano and I am a shop steward at Kindred San Diego. You are not alone — we are here to help! Contact your steward with any questions about your rights, your benefits, or your union contract.



NUHW MEMBER ACTIVISTS WANTED!

Are you interested in helping make Kindred a better place to work? Are you eager to learn more about your workplace rights? If you answered "Yes" to both questions, this is the opportunity for you! We are recruiting Shop Stewards in the following areas:

- **Kindred Brea**
RN, RT, and Lab
- **Kindred Westminster**
LVN, CNA, and RT
- **Kindred San Diego:**
CNA, Mon. Tech and Dietary

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

WELCOME, NEW STEWARDS!



Luz Coats
Licensed Vocational Nurse
Luisa Abubo
Materials Management
Kindred San Diego

KINDRED WESTMINSTER CONTRACT UPDATE

After a long wait, our contract has been signed by all parties (Kindred management, your bargaining team, and NUHW leadership) and was sent to the print shop. Copies will be distributed to all members very soon!



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NUHW PULSE

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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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