



NUHW PULSE

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

WHAT IS “REPORTING TIME PAY”?

“Reporting time pay” is partial compensation for employees who report to work expecting to work a specified number of hours but are deprived of those hours due to inadequate scheduling or lack of proper notice by the employer.

The provisions of the law regarding reporting time pay are as follows:

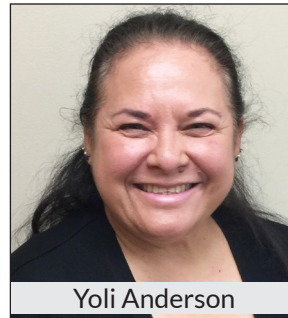
1. Each workday that an employee is required to report to work, but is not put to work or is furnished with less than half of their usual or scheduled day’s work, they must be paid for half the usual or scheduled day’s work, but in no event less than two hours nor more than four hours, at their regular rate of pay.
2. If an employee is required to report to work a second time in any one workday and is furnished less than two hours of work on the second reporting, they must be paid for two hours at their regular rate of pay.

CONTRACT MINIMUM WAGE INCREASES

NUHW members making less than \$13 per hour will receive an increase on January 1. The minimum wage of members at Kindred Brea and Kindred Westminster will be raised to \$13.15 per hour, while at Kindred San Diego, it will be raised to \$13.25 per hour.

LVNS FILE GRIEVANCE FOR WRONGFUL CANCELLATIONS!

Union stewards **Yoli Anderson** and **Luz Coats**, along with member **Graciela Urbano**, attended a grievance meeting with local management in mid-November to review the list of cancellations.



Yoli Anderson



Luz Coats

Graciela and Luz had been cancelled when the census had not been the issue. They learned that supervisors had been given the LVNs’ work to some RNs who were working overtime or per diem.

Barbara Vargas, Kindred Chief Clinical Officer, agreed to retrain the supervisors to avoid wrongful cancellations in the future.

Thank you, Luz, Graciela, and Yoli from Kindred San Diego!



Graciela Urbano

NUHW MEMBERS FORCE KINDRED TO ABANDON PTO TAKEAWAY PLAN

We successfully fought off Kindred’s plan to eliminate our paid sick time hours. Kindred had planned to eliminate sick time hours and require us to use paid time off (PTO) for sick time. Because Kindred did not plan to increase our PTO accrual rates, workers would have lost between three and five days of paid time off.



Kindred Brea members during sticker day action

We launched a series of collective actions at all four NUHW-represented facilities to demonstrate our opposition to Kindred’s plan. We wore “Hands off our sick days!” stickers and organized groups of workers to confront local management.

When we gave notice that we would start leafleting outside each hospital, management backed down and withdrew the proposal. When we fight, we win!

DECEMBER PATIENT CARE COMMITTEE MEETING

We met at Kindred Westminster, and participants were Paul Chang, LVN, and Nancy Freer, MT (pictured below); Isacc Ramirez, NUHW organizer; and Sheila Frias, Kindred Director of Quality Management.



We reported **defective equipment** such as walkie talkies, glucometers, and bladder scanners. Sheila reported that Assistant Administrator June Dumaguet had brought out ten radios for 2 West, and Kindred will provide more for other units. There are extra glucometers that they will bring to the floor. The bladder scanner will be kept at the supervisor's office with the vein finder.

When there is a need for flexing/cancellation, volunteers will be flexed/cancelled first, then workers will be flexed/cancelled according to seniority per our contract (page 4). See the article **Clarifying Cancellation/Flexing Order** on this page for details. Stewards will inform part-timers about this, and Sheila will provide a copy of benefits for part-timers at our next PCC meeting, on January 30.

We recommended **not to flex secretary/monitor techs** when census is 27-30 in 2 East. Sheila will go over this matter with June. They will also clarify whether employees are allowed to take **vacation during holidays** (week of Christmas and New Year).

CLARIFYING CANCELLATION/FLEXING ORDER

In the first week of December, LVNs complained that management had been cancelling full-time employees, then part-time employees based on rotating seniority. The LVNs argued that cancellation of part-time and full-timers must be done separately. The affected employee had a conference call with Kindred's management to review the language of the cancellations and past practices. The parties agreed that full-time is the *last* group to be cancelled, and these cancellations must be done *separately* from the part-timers.

"We are glad we had this conversation with the management team. We were able to provide important information that was useful in straightening out our cancellation process."



Elena Belmonte, LVN
Kindred San Diego

This is how it works:

- a. Volunteers — anyone can volunteer;
- b. Agency or registry employees;
- c. Temporary employees;
- d. Part-time, then full-time employee working overtime or extra shifts;
- f. Per diem employees;
- g. Part-time employees;
- h. Full-time employees, based on rotating seniority by shift, job position, and unit, if appropriate.

NUHW ENDORSEMENTS - ORANGE COUNTY

NUHW members have endorsed the following candidates in Orange County for the 2020 election:

State Assembly

Melissa Fox AD 68

Scott Rhinehart AD 73

State Senate

Katrina Foley SD 37



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