

KINDRED HOSPITAL BREA

PROPOSED CONTRACT EXTENSION - Q&A

Due to the COVID-19 pandemic, Kindred proposed to essentially extend our current contract for one year, to next June 30, 2022.

As part of the extension, Kindred will provide 4.5% wage increases to full-time and part-time employees; and 2.5% wage increases to per diems over the time period of April 1, 2021 through April 2022. Below are the details.

Shop Stewards decided to bring the final one-year extension proposed by Kindred to a vote of the membership. It is now up to members to decide if you wish to accept the one year extension, or if you wish to go into full contract negotiations. Our current contract expires June 30, 2021.

Why has Kindred proposed a one-year extension?

Because of the pandemic, negotiations are no longer in person, but by zoom. As you can imagine, it's difficult to negotiate in that environment. We have extended several hospital contracts in California, due to this situation.

What is the wage increase distribution for full-time and part-time employees?

The 4.5% raise for full-time/part-time employees will be distributed in three separated wage increases:

- First pay period following April 1, 2021: 1.5% increase for staff with 6 months or more seniority
- First pay period following October 1, 2021: 1.5% increase for staff with 6 months or more seniority
- First pay period following April 1, 2022: 1.5% increase for staff with 6 months or more seniority

What is the wage increase distribution for Per Diem employees?

The 2.5% raise per diem employees will be distributed in two separated wage increases.

- First pay period following April 1, 2021: 1.25 % increase for Per Diem staff with 6 months or more seniority
- First pay period following April 1, 2022: 1.25% increase for Per Diem staff with 6 months or more seniority.

I'm at/or above the current max. Will I get a raise?

Yes. As part of the agreement, we increased the current

2020 maximums by 5.75%. With these increases to the Max Rates all eligible employees will receive the increases (except for one new per diem who was hired above the maximum rate in January 2021).

I've heard Kindred proposed to remove the sick time. Is it true?

This is incorrect. Kindred didn't propose to eliminate the 24 hours of paid sick leave.

I've heard Kindred proposed to remove the extra shift premiums, is it true?

This is also incorrect. Kindred didn't propose to eliminate the extra shift premium. They proposed to reduce the time limits to give notification to the Union if they want to implement or eliminate the extra shift premiums.

What happens if the majority of members vote No?

The Union representatives will notify Kindred corporate that the members have rejected the one-year extension final proposal along with the proposed wage increases. We will advise Kindred that we wish to renegotiate a new three-year contract. This offer will be "off the table". Bargaining will begin from scratch and both parties are free to bring up any issues they wish to change in the current contract.

What happens if the majority of members vote Yes?

The new contract will be in effect for one more year, the wage increases outlined here will be provided effective the first pay period following April 1st. We will be back in negotiations with Kindred next March 2022.

VOTING DAYS - APRIL 6, 7, 8

The vote will be held in the patio outside the nurses' break room. All members must vote to approve or reject. For more info, contact your Stewards or Union Rep. Isacc Ramirez at (626) 391-8224 or iramirezperez@nuhw.org.

TUESDAY, APRIL 6
6-8 PM.

WEDNESDAY, APRIL 7
6-8 AM • 12-2PM • 6-8PM

THURSDAY, APRIL 8
6-8 AM • 12-2 PM