

KINDRED HOSPITAL BAY AREA

WE HAVE A TENTATIVE AGREEMENT!

On July 23, just days before our info picket was scheduled to take place, our Bargaining Team reached a deal with management. Now we need to vote on it. Voting will take place online and in person.

VOTE!
August 5

Here are some details of our agreement:

- **Increases to minimum hiring scales** for RNs, RNs-Advanced Skills, and RCPs
- **Wage increases**
 - Full-time and part-time RNs and RTs and RCPs: up to 9% over 2 years
 - Full-time and part-time employees in other job titles: up to 7.5% over 2 years
 - Per diem employees: 3% over 2 years
- **Patient Care and Joint Practice committees** to discuss and resolve patient care and workplace issues
- Language that specifically addresses **our concerns around respiratory staffing**
- Improvements to cancellation policies
- Improvements to scheduling practices

Our bargaining team unanimously recommends a YES vote!



"This contract shows what we can accomplish when we stand together. We tried taking our concerns to the hospital, but we got nowhere. When we threatened an info picket, they finally started taking us seriously. And now we have solid contract language to prevent some of their bad behavior. We have real power to improve our working conditions and we should all be very proud of this victory." – Terry Riley, RT

CONTRACT VOTE - THURSDAY, AUGUST 5

Conference Room 1C | 6:30-8:30AM | 11AM-1PM | 6:30-8:30PM

You can also vote online NUHW.org/KBA-vote.

For more information, please contact NUHW Organizer Joaquin Recinos at (415) 770-4405 or jrecinos@nuhw.org.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

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NUHW RN and Tech Units at Kindred San Leandro
SUMMARY of TENTATIVE AGREEMENT

7/27/21

●**Term of New Contract**

The new contract starts on April 1, 2021 and expires on March 31, 2023.

●**Increases to Minimum Hiring Scales**

The minimum hiring rates for the following 3 classifications will be increased in this contract:

Registered Nurse:	\$43.00	\$44.50
RN Advanced Skills:	\$44.50	\$47.00
Resp. Therapist:	\$34.65	\$35.69

●**Wage Increases**

FT/PT = full-time and part-time

PD = per diem

Total wage increases (see specifics below):

FT/PT RNs and RTs and RCPs: **up to 9%** over 2 years

FT/PT employees in other job titles: **up to 7.5%** over 2 years

PD employees: **3%** over 2 years

First year (wage increases):

May 1, 2021: **2% wage increase** for FT/PT employees with 6+ months of employment

December 1, 2021: **1.5% wage increase** for FT/PT employees with 6+ months of employment

December 1, 2021: **1.5% wage increase** for PD employees with 6+ months of employment

First year (market adjustments):

February 1, 2022: **1.5% wage increase** for FT/PT RNs and RTs and RCPs

February 1, 2022: **1% wage increase** for all FT/PT employees in all other job titles

Second year (wage increases):

May 1, 2022: **1.5% wage increase** for FT/PT employees with 6+ months of employment

December 1, 2022: **1.5% wage increase** for FT/PT employees with 6+ months of employment

December 1, 2022: **1.5% wage increase** for PD employees with 6+ months of employment

Second year (market adjustments):

February 1, 2023: **1% wage increase** for FT/PT RNs and RTs and RCPs

Employees who are at or above the maximum rate on the hiring scales shall still receive the wage increases listed above. However, after January 1, 2023, these employees shall, in lieu of each future wage increase, receive a lump-sum bonus equal to the amount of the wage increase for all hours worked since the last wage increase.

●Sick Pay

On January 1, 2023, each benefited employee will receive an additional **1% wage increase**.

Beginning in 2023, each benefited employee will stop receiving the additional 3 days of paid sick leave. Per diem employees, however, will continue to have available to them 3 days of paid sick leave under California law.

●Staffing and Compliance with Law

We have agreed to create a **Patient Care Committee** (consisting of up to 4 union members and up to 4 management folks). Each month, the PCC meets for up to 2 hours and the union members are paid for the time, and the purpose of these meetings is for the parties to discuss how to improve patient care and working conditions.

We have also agreed to create a **Joint Practice Committee** (consisting of 2 union folks and 2 management folks). Also here, there are 2 hours of paid time each month available to union members for attending Joint Practice Committee meetings. If the Patient Care Committee and the Hospital cannot resolve an issue, it may be referred to the Joint Practice Committee, and the Joint Committee shall make a final recommendation.

We also won some language that specifically addresses our concerns with Respiratory staffing. While it's not perfect, the Hospital has agreed that, if there is Respiratory short-staffing, they will make "every effort to call in coverage." We have also agreed to meet regularly (for example, in the Patient Care Committee) to discuss concerns about Respiratory staffing.

We also won language in the contract that requires Kindred to follow the law. Though that seems obvious, it gives us a new means of holding management accountable when we believe they have violated the State's nurse-to-patient ratio law, for example.

●Cancellations

When employees are cancelled, it will be done by seniority rotation, so that first the least senior employee will be cancelled, then the next least senior, then the next, and so on in turn.

However, there are a few exceptions: (1) All employees with 20 or more years of seniority shall not be cancelled unless she/he is the least senior employee available. (2) All employees with 10 or more years of seniority (but less than 20), will only be cancelled 1 time per 6-month period (that's twice per year), unless she/he is the least senior employee available.

Also, just to make sure that we're able to keep track of all this: we can request from management a record of cancellations in any unit/department at any time, and the contract requires them to give us that record and an updated seniority list within 2 weeks of our request.

This is the same language that we have in our other NUHW contract for the Service employees here at Kindred San Leandro.

•Scheduling

We have agreed to end permanent unit-based scheduling for RNs.

The Hospital may modify scheduling, but if they want to, they have to bargain with us over the impacts and cannot implement their changes until 45 days after they have notified us.

•Vaccinations

We agreed to language that allows the Hospital to mandate vaccinations, subject to pregnancy, disability, or other medical exceptions and religious objections.