

# WE DID IT!

## A majority of us voted to approve our new contract!

NUHW members at Kindred Hospital San Diego voted overwhelmingly ratified a one-year Union contract, effective until November 30, 2022. In a period of 15 months, full-time and part-time employees with at least six months of service as of May 2021 will receive wage increases ranging from 5.25 percent to 6.75 percent. Per Diems will receive 2.5 percent, including the 1.25 percent increase scheduled on May 2021.

### NOVEMBER 2021 WAGE INCREASE FOR FULL-TIME/PART TIME

- Full-time and part-time employees with at least 6 months of service as of November 1, 2021: will receive a 1.5 percent increase.
- Full-time and part-time employees with at least 5 years at KSD, but less than 10 years: will receive 2.5 percent increase.
- Full-time and part-time employees with 10 or more years at KSD, will receive: 3 percent increase.

### AUGUST 2022 WAGE INCREASES

- Full-time and part-time employees with at least 6 months of service as of August 1, 2022, will receive: 2.5 percent increase.
- Per diems with at least 6 months will receive: 1.25 percent increase.

### 2021-2022 INCREASES TO THE MINIMUM AND MAX RATES

As part of the new contract, we reached an agreement to increase the start and maximum rates for some classifications:

- Effective May 9, 2021, the starting rates for CNAs and cooks will be increased by 1.25 percent. Steps 1-10 on the hiring grid will be increased by 2 percent.
- Effective January 1, 2022, starting rates for CNAs and cooks will increase to \$15.50 and new max rates will increase to \$18.52. The maximum rate for EVS, Food Services Aides, and Floor Techs will increase to \$17.92.

We will go back into negotiations next September 2022 to renegotiate the entire contract.

**Special recognition to the members of the Shop Stewards team and activists who dedicated their time to review and improve this one-year contract proposal: Anthony Rico RT, Luisa Abubo Materials Management, Richard Fullbright RT, Anthony Fantano Unit Secretary, Edith delao CNA, and Isaac Gallardo EVS.**

For more information, please talk with your bargaining team or NUHW Organizer Isacc Ramirez Perez at (626) 391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org).

