

KINDRED HOSPITAL BAY AREA

ATTENTION: RNS, RTs, LAB TECHS, PHLEBOTOMISTS,  
RAD TECHS, OR CLERKS, AND MATERIALS CLERKS!

NEXT  
BARGAINING  
SESSION

TUESDAY  
MAY 4  
8:30 AM

# BARGAINING UPDATE

We had negotiations with management on April 15 and 21. We've had very good turnout, and we need to keep it up. Here's a summary of what has happened so far:

TOPIC	OUR PROPOSAL (4/15/21)	MANAGEMENT'S PROPOSAL (4/21/21)
2021 Wage Increase	<ul style="list-style-type: none"><li>8% wage increase for everyone.</li></ul> Extra 1.25% wage increase for employees with 10+ years of service. Extra 0.75% wage increase for employees with 5-10 years of service.	<ul style="list-style-type: none"><li>0% for employees with less than 6 months of service.</li><li>2% wage increase (or 2.5% for RNs and RTs) for Full-Time and Part-Time employees with 6+ months of service.</li><li>0.5% for Per Diem employees with 6+ months of service.</li></ul> ALSO: If you are an employee at or above the maximum rate on the hiring grid, you get a bonus instead of a wage increase. ALSO: Some increases to the minimum hiring rates for newly hired RNs and RTs.
2022 Wage Increase	<ul style="list-style-type: none"><li>5% wage increase for everyone.</li></ul>	<ul style="list-style-type: none"><li>0% for employees with less than 6 months of service.</li><li>2% wage increase for Full-Time and Part-Time employees with 6+ months of service.</li><li>0.5% for Per Diem employees with 6+ months of service.</li></ul> ALSO: If you are an employee at or above the maximum rate on the hiring grid, you get a bonus instead of a wage increase.
Sick Leave		On 1/1/23, for all benefitted employees, reduce the accrual of sick leave by 3 days (24 hours) each year. In return, all benefitted employees would receive a 0.5% wage increase on 1/1/23.

**JOIN US AT BARGAINING: TUESDAY, MAY 4 AT 8:30AM**

Everyone is encouraged to attend!

The more of us who show up to bargaining, the more we show management we are strong and united to fight for what we deserve.

<https://us02web.zoom.us/j/84299194444>

For more info, contact NUHW Organizer Joaquin Recinos at (415) 770-4405 or [jrecinos@nuhw.org](mailto:jrecinos@nuhw.org).

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TOPIC	OUR PROPOSAL (4/15/21)	MANAGEMENT'S PROPOSAL (4/21/21)
<b>Respiratory Therapist staffing</b>	Maximum of 70 points assigned to an RT.	They haven't given us a formal response yet, but they claim that there is not a point system for staffing RTs.
<b>RN Staffing</b>	Total, true compliance with Title 22 law on nurse-to-patient ratios.	They haven't given us a formal response yet, but they did tell us that they see no need to have this contract language, since they claim that they do follow the law on nurse-to-patient ratios.
<b>Patient Care</b>	Create a Patient Care Committee and a Joint Practice Committee with management and union members to discuss staffing and patient care concerns. And a 3rd party mediator can be used to resolve disagreements.	They haven't given us a formal response yet, but they did tell us: <ol style="list-style-type: none"> <li>1. They are open to creating these committees, but they are not interested in using a 3rd party mediator to resolve disagreements.</li> <li>2. They will propose some kind of quality index with financial rewards for reaching certain quality benchmarks in terms of patient care.</li> </ol>
<b>Probationary Period</b>		Increase the probationary period (during which an employee can be terminated for any reason and with no recourse) from 3 months to 6 months.
<b>Unit-Based Staffing</b>		Eliminate the current Permanent Unit-Based Scheduling assignments for RNs; the Hospital would have the right to set all staffing assignments, schedules, and shifts for all employees (and not just RNs).
<b>Cancellations/ Flexing</b>		Add language to the contract (like what exists in the contract for CNAs, LVNs, Housekeeping, etc.) that sets the order for cancellations/flexing of employees.

## IF YOU RECEIVE AN UNSAFE ASSIGNMENT

Remember to keep submitting "Objection To Assignment" (OTA) forms if you are given an assignment that is unsafe. This is a very important tool to protect your and your license, and to show management that they need to do better. You can find the OTA form at [NUHW.org/ota](http://NUHW.org/ota).

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