

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

NUHW FILES HEALTH DEPARTMENT COMPLAINT ON UNSAFE STAFFING

For months, we have been notifying management of unsafe staffing at Kindred Hospital-San Francisco Bay Area and demanding increased staffing to protect our patients. Most recently, our bargaining committee proposed increased RN and RT staffing in the first two sessions of contract negotiations.

But management still has not solved the problem.

Faced with conditions that put patients at risk every day, we were left with no choice but to file a complaint with the California Department of Public Health (CDPH) on April 21, 2021. The 25-page complaint describes multiple violations of California law (Title 22) including **RN assignments that exceed the statutory nurse-to-patient ratios** and **inadequate RT staffing**. The complaint cites numerous written "Objection to Assignment" forms submitted by NUHW members documenting unsafe and illegal staffing.

We hope that CDPH will respond swiftly to the complaint and investigate Kindred's unsafe staffing. But we can't just rely on the health department to address the staffing crisis.

We must continue to act collectively to win the changes needed to keep our patients safe.

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

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

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

SOME ISSUES HIGHLIGHTED IN THE COMPLAINT:

- Violations of legal nurse-to-patient ratios like assigning one RN too many patients, assigning an RN a mix of telemetry and medical/surgical patients using the medical/surgical ratio, and assigning too many patients to an RN-LVN team.
- No break nurses.
- Failure of Kindred to follow its own policy for RT staffing using a point system with a maximum of 70 points per RT per shift.

DOCUMENT UNSAFE STAFFING AT KINDRED

Keep filling out Objection to Assignment (OTA) forms. Be sure to include your shift, your floor, the name of the supervisor you notified, any examples of inadequate or unsafe patient care.

RNs/LVNs/CNAs should write the total # of patients in their assignment including the # on telemetry, and RTs should write their total # of points and # of patients on ventilators.