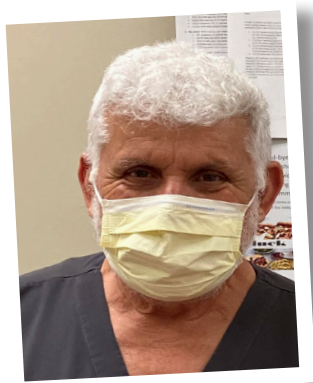




NUHW NEWS AND VIEWS

Kindred Hospital Brea • Kindred Hospital Westminster
Kindred Hospital San Diego

DECEMBER 2021



STEWARD SPOTLIGHT
ISAAC GALLARDO

Respect.

That's what led Isaac Gallardo and other workers at Kindred Hospital San Diego to unite and join NUHW.

"There were two, three years we didn't get a single cent raise," recalled the EVS worker who has been at Kindred for 12 years. "There were new people hired who earned more. The hospital didn't want to recognize our seniority. Now they respect that."

Isaac became a steward soon after workers won their first contract in 2018, which provided them with raises ranging from 9 to 24 percent over three years.

Regular raises aren't the only major change that's occurred since workers unionized.

"The biggest change is how people are treated," he said.

Isaac gives new workers a quick history lesson so they understand

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TWO KINDRED SAN DIEGO WORKERS RECEIVE LONG-OVERDUE RAISES

Mohamed Noor and Reagan Borja, two per-diem employees who have worked in the EVS Department at Kindred Hospital San Diego since 2019, just received a nice bump in pay that was long overdue.

Both were supposed to receive a 10 percent raise after their hiring, as well as a 1.25 percent hike in August of 2020 and a similar increase in May 2021 that is part of our contract. But Kindred, due to a payroll oversight, never raised their wages.

After management failed to address their concerns, Mohamed and Reagan reached out to their NUHW organizer, who reviewed their pay stubs and discovered



Reagan Borja

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For more information, contact your NUHW organizer

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WAGE INCREASES

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that Kindred failed to provide the 10% that each per diem employee is supposed to get, a pay practice that has been in place for many years.

The organizer brought the issue to the hospital, which agreed to provide the correct wages and pay the 10 percent retroactively to the date when they were supposed to get it.

Finally, on November 12 — six months after they were supposed to get their most recent raise — Mohammed and Reagan received their full wage increase along with all of the back pay.

“The union really helped out,” Mohamed said. “I don’t think I would have gotten this without the union,” he added, recommending that other workers always reach out to the union “just to check out if there’s any news about wage increases.”

Reagan praised NUHW organizer Isaac Ramirez Perez, who pressed the issue with Kindred management and said he now has advice for coworkers when it comes to any concern they have.

Every time they ask, I tell them to talk to the stewards,” Reagan said. “I want them to talk to the right people.”



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BREA PHLEBOTOMIST RECLASSIFIES AND GETS PAY RAISE

Kindred Brea Hospital phlebotomist Irma Saucedo was constantly working more than 80 hours per period as a per diem worker due to the facility’s understaffing crisis.

She presented a proposal to management for reclassification to part-time status with access to benefits. Normally, when you reclassify into a benefited position from a per diem one you get a pay cut, but in this case she got both.



STEWARDS SPOTLIGHT ISAAC GALLARDO

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what they have won as union members and why it’s important that everyone participate in their union.

“Sometimes they don’t understand the situation because they’re just coming in, but I have suffered and that’s why I know what it took,” Isaac said. “I tell them we can’t let management take advantage of us.”

After winning another raise last year, Kindred workers will need to remain engaged and unified to secure a good contract when negotiations begin in 2022.

“I tell them we have to keep going and very soon we’ll have to bargain for another contract and there’s much to discuss,” Isaac said. “Everyone has to get involved if we want to gain something.”

CONTRACT NEGOTIATIONS

Contract bargaining is just around the corner. Here are contract expiration dates for NUHW members at Kindred Hospitals in Southern California:

- Kindred Brea expires on June 30, 2022.
- Kindred Westminster expires on August 30, 2022
- Kindred San Diego expires on November 30, 2022.

We will need to stand together to get what we’re earned. Stay tuned for more information on how you can participate

GETTING READY FOR THE NEW YEAR

Now that it’s getting close to the end of the year, we need to plan ahead for next year’s battles. There are many issues that we will need to work on and resolve, and that require everyone’s input and support. Talk to your shop steward or union representative to see how you can help make a difference in your department or workplace.

