

Kindred Hospital Bay Area NUHW Tech Unit BARGAINING UPDATE

Kindred rejected NINE (9) out of TEN (10) of our proposals at our last negotiations meeting, June 23. Among the articles they rejected were OUR WAGES proposal, as well as other items regarding Seniority, Holidays and Health Insurance! Kindred's chronic understaffing is in part a consequence of LOW WAGES, and Kindred knows it. Meanwhile, Kindred caregivers are doing the work of two or three people, on wages that are already low. So far, the company hasn't made a real commitment to turning this situation around; now it's the time to speak up and act so that we can get a FAIR CONTRACT for the hard work we do at Kindred! Are you ready to get involved?

OUR WAGE PROPOSAL

2023	2%				2.00%						2.00%			
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 15
Registered Nurse	\$54.88	\$55.98	\$57.10	\$58.24	\$59.40	\$60.59	\$61.80	\$63.04	\$64.30	\$65.59	\$66.90	\$68.24	\$69.60	\$70.99
RN Advance Skills	\$59.63	\$60.82	\$62.04	\$63.28	\$64.55	\$65.84	\$67.15	\$68.50	\$69.87	\$71.26	\$72.69	\$74.14	\$75.63	\$77.14
Respiratory Therapists (CRT)	\$42.96	\$43.82	\$44.70	\$45.59	\$46.50	\$47.43	\$48.38	\$49.35	\$50.33	\$51.34	\$52.37	\$53.42	\$54.48	\$55.57
Respiratory Therapists (RRT)	\$43.96	\$44.84	\$45.74	\$46.65	\$47.58	\$48.54	\$49.51	\$50.50	\$51.51	\$52.54	\$53.59	\$54.66	\$55.75	\$56.87
Lab Tech (CLS)	\$55.00	\$56.10	\$57.22	\$58.37	\$59.53	\$60.72	\$61.94	\$63.18	\$64.44	\$65.73	\$67.04	\$68.39	\$69.75	\$71.15
Phlebotomist	\$28.00	\$28.56	\$29.13	\$29.71	\$30.31	\$30.91	\$31.53	\$32.16	\$32.81	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22
Radiology Tech	\$41.00	\$41.82	\$42.66	\$43.51	\$44.38	\$45.27	\$46.17	\$47.10	\$48.04	\$49.00	\$49.98	\$50.98	\$52.00	\$53.04
Materials Clerk	\$22.00	\$22.44	\$22.89	\$23.35	\$23.81	\$24.29	\$24.78	\$25.27	\$25.78	\$26.29	\$26.82	\$27.35	\$27.90	\$28.46
OR Tech	\$31.91	\$32.55	\$33.20	\$33.86	\$34.54	\$35.23	\$35.94	\$36.65	\$37.39	\$38.14	\$38.90	\$39.68	\$40.47	\$41.28

THEIR WAGE PROPOSAL

Job Title	0	1	2	3	4	5	6	7	8	9	10	11	12	Max
Materials Management Clk	\$ 18.05	\$ 18.41	\$ 18.78	\$ 19.15	\$ 19.54	\$ 19.93	\$ 20.33	\$ 20.73	\$ 21.15	\$ 21.57	\$ 22.00	\$ 22.44	\$ 22.89	\$ 26.33
Lab Tech (CLS)	\$ 41.80	\$ 42.64	\$ 43.49	\$ 44.36	\$ 45.25	\$ 46.15	\$ 47.07	\$ 48.02	\$ 48.98	\$ 49.95	\$ 50.95	\$ 51.97	\$ 53.01	\$ 60.96
Operating Room Technician	\$ 30.31	\$ 30.92	\$ 31.54	\$ 32.17	\$ 32.81	\$ 33.47	\$ 34.14	\$ 34.82	\$ 35.52	\$ 36.23	\$ 36.95	\$ 37.69	\$ 38.45	\$ 44.21
Phlebotomist	\$ 20.90	\$ 21.32	\$ 21.74	\$ 22.18	\$ 22.62	\$ 23.08	\$ 23.54	\$ 24.01	\$ 24.49	\$ 24.98	\$ 25.48	\$ 25.99	\$ 26.51	\$ 30.48
Radiology Tech	\$ 38.95	\$ 39.73	\$ 40.52	\$ 41.33	\$ 42.16	\$ 43.00	\$ 43.86	\$ 44.74	\$ 45.64	\$ 46.55	\$ 47.48	\$ 48.43	\$ 49.40	\$ 56.81
Registered Nurse	\$ 55.75	\$ 56.86	\$ 58.00	\$ 59.16	\$ 60.34	\$ 61.55	\$ 62.78	\$ 64.03	\$ 65.31	\$ 66.62	\$ 67.95	\$ 69.31	\$ 70.70	\$ 81.30
Respiratory Therapist	\$ 40.85	\$ 41.67	\$ 42.50	\$ 43.35	\$ 44.22	\$ 45.10	\$ 46.00	\$ 46.92	\$ 47.86	\$ 48.82	\$ 49.80	\$ 50.79	\$ 51.81	\$ 59.58
RN Advanced Skills	\$ 61.32	\$ 62.55	\$ 63.80	\$ 65.07	\$ 66.37	\$ 67.70	\$ 69.06	\$ 70.44	\$ 71.85	\$ 73.28	\$ 74.75	\$ 76.24	\$ 77.77	\$ 89.43