



NUHW NEWS AND VIEWS

Kindred Hospital Brea • Kindred Hospital Westminster

MAY 2022



MEMBER SPOTLIGHT CHRIS MALONZO

In his work as a respiratory therapist Kindred Hospital Westminster, as a union bargaining team member, and as an avid outdoorsman and photographer, Christopher Malonzo knows the value of being prepared.

He spends much of his free time heading out to remote camping destinations, off-roading in his “big truck,” and taking nature photographs as well as portraits for all kinds of events.

“I love taking pictures,” Malonzo said. “And I love the outdoors. When I’m not working, I’m taking pictures or going off-road.”

Both tasks, he says, require preparation — making sure you have all the gear you’ll need to rough it outdoors or ensure that the lighting is just right for a beautiful photograph.

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MAY BRINGS WAGE INCREASES

Kindred Brea and Westminster members are seeing our paychecks grow.

Starting in May, full- and part-time workers are getting a 1.5 percent salary increase. This hike completes the 4.5 percent one-year increase that was part of our current contract.

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FIGHT AGAINST OUT OF ORDER CANCELLATIONS

Our contract protects us when Kindred tries to cancel us out of order, and we should not be getting canceled before travelers or registry. There is an established cancellation process that must be followed by the hospital.

If you think you have been canceled out of order, ask your supervisor to give you a list of cancellations. If you confirm you were improperly canceled, file a union grievance.

What is a grievance?

A grievance is a formal employee complaint that management has violated the rights of an individual or group as set in our contract or law.

Remember: Every grievance is a complaint but not every complaint is a grievance.

To determine whether something it’s a grievance, ask yourself these questions:

- Is there a violation of the contract?
- Is there a violation of past practice?

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For more information, contact your NUHW organizer

SAN DIEGO & WESTMINSTER: Isacc Ramirez Perez at (626) 391-8224 or iramirezperez@nuhw.org

BREA: Sebastian Velazquez at (323) 470-9545 or svelazquez@nuhw.org

WAGE HIKE

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Per diem workers are also getting a 1.25 percent pay hike that completes the 2.5 percent one-year raise included in our collective agreement.

All eligible employees should have seen their wage adjusted on May 10 with retroactive pay back to April 1. To be eligible for the increase, employees must have had six months of service as of April 1.

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To be eligible for the increase, employees must have had six months of service as of April 1.

NOTE: We are in the midst of bargaining a new contract and everyone is welcomed and encouraged to attend all the meetings. For more information, contact your Bargaining Committee member or NUHW representative.

CANCELLATIONS

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- Is there a violation of a law?
- Have you been treated unfairly, not equal to how other employees are treated?
- Is management violating its own written policies and procedures?

If you answer “yes” to any of these questions, it’s likely that you can — and should — file a grievance

If we have filed a grievance over a contract violation, the union must prove that it’s a contract violation. If the issue is a grievance about discipline, then the burden of proof falls on the employer.



MEMBER SPOTLIGHT CHRIS MALONZO

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Malonzo is applying that same knack for preparation as he helps bargain a new contract along with his Westminster and Brea coworkers.

Every contract bargaining has unique issues, but having a general understanding of the process and the challenges that may arise helps move things along. That’s a valuable experience Malonzo offers to coworkers, since he previously worked at West Anaheim Medical Center and was instrumental in leading coworkers as they organized with NUHW and won their first contract.

“I wanted to come and help out. If we’re together, we’re a lot stronger than we think we are,” he says of joining the combined bargaining team negotiating a new collective agreement with Brea and Westminster hospitals. “I want my coworkers to get the wages that we deserve. I don’t want some of my coworkers to leave.”

Malonzo says he often hears of workers leaving the hospital for other facilities where they get paid more and he wants Kindred to retain those experienced caregivers and not compromise patient care.

He says he also explains to coworkers that bargaining may be a “long process, but it’s definitely worth it.”

“I tell them ‘Look what we did at West Anaheim. No one ever thought we would bring a union over there’, and when we got our contract, patient safety increased and wages increased,” Malonzo says, noting the same can be achieved in this new collective agreement.

“I tell them we have the opportunity to try to make this place and working conditions better for everyone,” he says. “I feel really good about how bargaining is going. This is our chance to have Kindred management hear our concerns, our stories and fight for what we want.”



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