

FACT SHEET

LOW PAY AND SHORTSTAFFING AT KINDRED HOSPITAL SAN DIEGO

The Issue

Kindred Hospital San Diego is a for-profit long-term acute care facility that provides treatment and rehabilitation services to patients recovering from serious illness, injury, or extended hospitalization. Workers have been negotiating for seven months for a new union contract to address low pay and chronic understaffing that lead to lower-quality patient care, but hospital ownership has so far refused to address their concerns.

The Workers

NUHW represents approximately 110 healthcare workers at Kindred Hospital San Diego, including dietary workers, housekeepers, certified nursing assistants, radiology techs, and respiratory therapists.

Kindred

Kindred Hospital San Diego is part of ScionHealth, which is owned by private equity firm Apollo Global Management. Apollo, which purchased Kindred in 2021, controls 220 hospitals across 36 states.

Kindred Understaffs its San Diego Hospital

Data submitted to the California Department of Health Care Access and Information shows Kindred employs fewer caregivers per patient, including nurses, than its competitor, Select Specialty San Diego. In 2025, Kindred reported that 184 full-time employees (91 nurses) at San Diego handled 20,162 patient days, averaging 109.6 patient days per staff and 221.6 per nurse. Select Specialty has a larger workload but also more full-time workers, resulting in fewer patient days per worker.

Facility	Patient Days	Full Time Equivalent Staff	Patient Days/ Full Time Equivalent Staff	Nursing Full Time Equivalent Staff	Patient Days/Nursing Full Time Equivalent Staff
Kindred SD	20,162	184	109.6	91	221.6
Select Specialty SD	28,045	300	93.5	163	172.1

Low Wages and Understaffing Lead to Lower Patient Care Standards

The workers are negotiating a new union contract to raise wages to competitive levels and address chronic understaffing that has negatively impacted patient care.

- Between February 2023 and July 2026, there were 129 complaints and reported incidents filed with the California Department of Public Health — nearly double the statewide average of 65 for similar facilities.
- Federal data in 2025 shows that patients at Kindred Hospital San Diego were eight times more likely to suffer a major fall than at the average hospital.

What We're Seeking in Contract Negotiations

Workers are seeking a contract that would raise salaries 10.5 percent over three years, while Kindred is proposing to only raise salaries 7 percent.

Kindred Can Afford Fair Raises

Kindred's parent company, Apollo Global Management, reported \$5.9 billion in profits in 2025 and oversees \$938 billion in assets, making it one of the world's 30 largest private equity firms. to only raise salaries 7 percent.

Questions? Contact NUHW Organizer Izeah Chairez (714) 363-7056