



# NUHW NEWS AND VIEWS

Kindred Hospital San Diego

APRIL 2021

## MAY 2021 WAGE INCREASE

Thanks to the Union contract, full-time/part-time workers received wage increases of up to 12.75% within the last three years.

The fourth and last wage Union increase is coming up. Effective the first full pay period following May 1, 2021, employees with at least 6 months of service are entitled to receive a wage increase (or lump-sum bonus) of 1.25%.

We've asked the administration to make the changes and adjustments needed. The wage increase should be reflected in the pay date of May 28, 2021.

## NUHW members at Kindred Westminster and Brea recently approved a one-year contract extension ...

### WHAT ABOUT KINDRED SAN DIEGO?

During this season with COVID, our Employer has proposed to essentially extend the contract for one year. In early April, our members at Kindred Brea and Westminster voted to accept the one-year extension with a wage increase included.

Kindred corporate has made a similar proposal to extend the contract at Kindred San Diego. We reviewed the proposal with the Shop Stewards, but the proposal fell short. The Stewards said, "if Kindred wants to extend the contract for one year, they have to provide the same wage increases received in the last year of the contract."

We've communicated the counter-proposal to Kindred corporate and are awaiting their final response. Our Union Contract expires on June 30; if we don't reach an agreement to extend the contract for one year, we will engage in a bargaining campaign to negotiate a new 3-year contract.

**Your participation will be very important in moving Kindred to reach a tentative agreement before our current contract expires.**

#### 12.4 Year 4 – 2021

Effective the first full pay period following May 1, 2021 all full time and part time employees with a minimum of six (6) months shall receive a 1.25% wage increase. For employees who are at the maximum wage rate for their classification, see Lump Sum Bonus below.

Effective the first full pay period following May 1, 2021, all per diem employees with a minimum of six (6) months shall receive a 1.25% wage increase.

#### 12.5 Per Diem

Per Diem wage rates shall not exceed the maximum rate range. Across the board increases are applied before any premiums or other adjustments.

### KIN CARE: HOW IT WORKS

Kin Care is protected leave that can be used to take care of a family member. This means that you cannot face any retribution for using it. The law allows you to use up to 50 percent of your yearly PTO accrual for Kin Care. It comes out of your PTO, but there are no points or penalties if you need to use it.



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### CHANGES TO THE INFLUENZA/FLU VACCINATION POLICY

Kindred is proposing to make changes to the current Flu vaccination policy in 2021.

The Kindred corporation is making the flu vaccine a condition of employment for new and current Employees for all Kindred Hospitals.

In its proposal Kindred included three exceptions to opt out: Religious, Beliefs, or Disability. Employees with religious practices, beliefs and observances may apply for an accommodation by completing the religious accommodation influenza vaccination request form.

Employees with a qualifying disability may request a reasonable accommodation by informing their side leader, HR or UNUM.

Kindred is also proposing a discipline process for non-exempt employees



who refuse the flu vaccine. For this reason, a group of NUHW members from Kindred Brea, Kindred Westminster and Kindred San Diego have filed a grievance and requested Kindred corporate to negotiate over the changes to the influenza policy. These workers would like to continue using their autonomy decision to opt out.

We continue having discussions with Kindred corporate about this issue. If you want to obtain more information about this issue or want to join the fight, contact your Shop Stewards Anthony Rico, RT or Isacc Ramirez, Union Rep.

For more information, please contact NUHW Organizer  
Isacc Ramirez Perez at (626)391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org).