



NUHW NEWS AND VIEWS

Kindred Hospital Brea • Kindred Hospital Westminster
Kindred Hospital San Diego

JULY 2021

CANCELLATION/ FLEXING ORDER

Here's how it works! Our contract has provisions that require a specific process if anyone is flexed or cancel: make sure you know what it is and enforce it!

Prior to cancelling full-time and part-time employees on their regular schedule for low census, the Hospital will first cancel:

- a. Agency/registry workers
- b. Temporary employees
- c. Part-time then full-time employees working overtime/extra shifts
- d. Per diem workers
- e. Part-time employees
- f. Full-time employees, based on rotating seniority by shift, job position, and unit, if appropriate.

The hospital shall notify affected employees as soon as the need for cancellation/flexing is known to the hospital. If the employee is not notified two hours before the shift, the employer shall pay reporting pay when the employee reports to work.

NUHW ORGANIZER

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LIFEPOINT HEALTH BUYS KINDRED HEALTHCARE

We recently learned that Kindred Healthcare will be sold to LifePoint Health, a corporation based in Tennessee that owns approximately 90 hospitals around the U.S. (though none, currently, in California). Currently, workers in six LifePoint hospitals are being represented by different Unions. This deal would give LifePoint a total of more than 200 acute care, long-term care and rehabilitation hospitals. According to Healthcare Dive, "The creation of a company with that such a large footprint of hospitals campuses and providers will likely garner antitrust scrutiny by the Federal Trade Commission..."

The deal is expected to go through during the last quarter of 2021, pending regulatory reviews and other customary closing conditions.

NUHW MEMBERS ARE PROTECTED IF KINDRED IS SOLD

Will our jobs be affected? This is one of the most common questions from NUHW members. These types of transactions are common in the healthcare industry, and, thanks to the Successorship language in the union contract, our jobs are protected.

Article 33 of our Union contract states "

...Prior to the sale or transfer, the Hospital shall inform the prospective acquiring entity of the existence of the CBA; shall provide a copy of it to the acquiring entity; and shall require as a condition of sale that the acquiring entity hire the majority of then-current bargaining unit employees of the Hospital..."

"We don't know exactly what changes are going to happen during this process, but we need to stay informed and united" said Cynthia Wu, RN at Kindred Brea, "and be prepared to negotiate with LifePoint Health if necessary."

We will provide more information as it becomes available.



WORKPLACE UPDATES

Employees recovered retroactive wage increases

KINDRED BREA

Last April Kindred Brea Hospital failed to provide wage increases for per diems and employees who were earning a wage rate below the new start rates for RNs, CNAs, and Cooks. Members raised this issue immediately and the hospital paid back pay for those affected.

CNA recovers COVID pay

KINDRED SAN DIEGO

A night shift CNA tested positive with COVID on December 31, 2020. The hospital used her PTO time to pay her salary for the days she was sick. After recovering, she requested her 80 hours of COVID supplemental pay provided by the State. In typical Kindred fashion, management didn't respond quickly, but ultimately all 80 hours of PTO was restored into the CNA's bank.

Scheduling issues reported

KINDRED WESTMINSTER

LVNs on the second floor have reported that the hospital is not respecting their seniority when creating the schedule and giving priority to employees with less seniority. We have reported this to Sheila the CCO, and most issues have been addressed. If you experience the same issues, first try to resolve them with your supervisor. Contact your Union Steward, Jessica Francis, LVN, for assistance.

NUHW 2021 LEADERSHIP CONFERENCE

Attention all Shop Stewards and Activists! It's the time of the year when hundreds of NUHW members from across California unite for a weekend of learning and fun!

NUHW's 2021 Leadership Conference will be held in Southern California from Friday, September 24 through Sunday, September 26.

Start making plans now to join the conference. Contact your Union Rep. Isaac Ramirez for more information.

