

KINDRED HOSPITAL SAN FRANCISCO BAY AREA

# BARGAINING UPDATE

JULY 6, 2021

**NEXT  
BARGAINING  
SESSION**  
THURSDAY,  
JULY 15

On June 29, more than 20 Kindred NUHW members joined negotiations with the hospital. After six hours, we reached agreement on eight non-economic items!

**Hours of Work:** Hospital must promptly negotiate any proposed changes to staffing and scheduling, and cannot implement without 45 days' notice to the union.

**RN Scheduling:** Deletion of permanent unit-based scheduling for RNs.

**Employment & Income Security:** will now largely mirror what is in the Kindred Service contract.

**Compliance with Law:** Hospital must follow all applicable local, state, and federal laws.

**Patient Care Committee:** Hospital is required to form a patient care committee to address staffing and patient safety.

**RT Staffing:** Hospital must make every effort to staff the RT department adequately.

**Grievance & Arbitration:** Improved grievance procedure, with no limit on awards for back wages owed.

**Mandatory Vaccinations:** Hospital may mandate vaccines, subject to certain exceptions.

Other issues we discussed:

**Economics:** We made a modified wages proposal and agreed to managements proposed minimum hiring scale. We are fighting for significant wage increases.

**Extension of the Contract:** We have agreed to extend the contract until end of July. We are awaiting management's response to our economic proposals and will discuss possible escalation.

**Issues that are still outstanding:** Wage increases, on-call differentials, holiday(s), sick pay side letter, and future pandemics side letter.



*"It's great to be making some progress at the bargaining table, but Kindred really needs to get serious about economic issues. They need to offer a fair wage that recognizes our work. Doing that will also help address the staff turnover that constantly leaves us dangerously short-staffed."* — **Terry Riley, Respiratory Therapist**

**NEXT BARGAINING SESSION: JULY 15, 8:30 A.M.**

Zoom link: [us02web.zoom.us/j/83767554610](https://us02web.zoom.us/j/83767554610)

It's very important to show up and fight for fair wage increases!

For more information, please contact NUHW Organizer Joaquin Recinos at (415) 770-4405 or [jrecinos@nuhw.org](mailto:jrecinos@nuhw.org).