

KINDRED HOSPITAL SAN FRANCISCO BAY AREA

# BARGAINING UPDATE

NOVEMBER 2, 2021

**NEXT  
BARGAINING  
SESSION**  
THURSDAY,  
NOV. 11

## DISRESPECTFUL AND DISAPPOINTING!

At our October 27 bargaining session, we received the Hospitals economic proposal.

### WAGE INCREASES

- Year 1: 2.5 percent for all FT/PT employees with 6+ months of service; 0.5 percent for per diems
- Year 2: 2 percent for all FT/PT employees with 6+ months of service; 0.5 percent for per diems
- Year 3: 1.5 percent for all FT/PT employees with 6+ months of service; 0.5 percent for per diems

*Are these wage increases enough for our hard work and sacrifices during this pandemic?*

### HIRING SCALE

The Hospital proposed increases to the hiring scale are shameful, and include the following:

- One-time 2 percent increase to max rates on April 1, 2022
- A 3 percent increase to minimum hiring rates for LVN and CNAs upon ratification, and a 2 percent increase in June 2022
- A 2 percent increase to minimum hiring rate for Cooks upon ratification, and 2 percent increase in June 2022
- For all other jobs, a 2 percent increase to minimum hiring rates in June 2022.

*Does Kindred really expect to attract and keep new hires with such low offers?*

### EMPLOYEES AT MAX RATE

As if their proposal was not bad enough, the hospital is proposing that employees who are at or above the maximum wage rate in the hiring grid shall receive a bonus in lieu of a raise.

*Is this any way to treat long-time employees? What incentive is there to stay at Kindred?*

### SHIFT DIFFERENTIAL RATE

The hospital is proposing a \$0.10 increase to the current shift differential rates.

### SICK PAY/PTO SIDE LETTER

The hospital is proposing to take away 24 hours of sick pay on January 2023 in exchange for a .5 percent increase.

**Our bargaining team felt that this proposal was disrespectful to all the hard work we do on a daily basis. If you agree, come to our next bargaining session on November 11.**

**JOIN US AT BARGAINING - THURSDAY, NOVEMBER 11 - 9:30 AM**

Join Zoom meeting: [us02web.zoom.us/j/88054788424](https://us02web.zoom.us/j/88054788424)  
Dial in: (669) 900-9128 (Meeting ID: 880 5478 8424)

For more information, please contact NUHW Organizer Mateo Rebecchi at  
(206) 218-6018 or [mrebecchi@nuhw.org](mailto:mrebecchi@nuhw.org).