



# NUHW NEWS AND VIEWS

Kindred Hospital Brea • Kindred Hospital San Diego

**MAY 2022**



## MEMBER SPOTLIGHT CHRIS MALONZO

Heading out to remote camping destinations, off-roading on his “big truck” and taking nature photographs, portraits and for all kinds of events is a passion for Christopher Malonzo.

“I love taking pictures,” says the respiratory therapist at Kindred Hospital Westminster. “And I love the outdoors. When I’m not working, it’s either I’m taking pictures or going off-road.”

Both tasks, he says, require preparation—making sure you have all the gear you’ll need, that the lighting and the truck are in working order and everyone is included in the frame.

Malonzo is also applying that same preparation and inclusion as he helps bargain a new contract along with his coworkers and those from Kindred Hospital Brea.

*continued on back*



## OC KINDRED BARGAINING UPDATE

Our contracts at Kindred Brea and Kindred Westminster expire on June 30 and August 30, respectively, and we are actively negotiating a new collective agreement.

Unlike past instances, this time our stewards met and agreed to consolidate our power and negotiate our contracts at the same bargaining table.

We have held three bargaining sessions where we have scored some victories and proposed changes to the company on several non-economic

*continued on back*

## FIGHT AGAINST OUT OF ORDER CANCELLATIONS



Our contract protects us when Kindred tries to cancel us out of order, and we should not be getting canceled before travelers or registry. There is an established cancellation process that must be followed by the hospital.

If you think you have been canceled out of order, ask your supervisor to

*continued on back*

For more information, contact your NUHW organizer

SAN DIEGO & WESTMINSTER: Isacc Ramirez Perez at (626) 391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org)

BREA: Sebastian Velazquez at (323) 470-9545 or [svelazquez@nuhw.org](mailto:svelazquez@nuhw.org)

## CANCELLATIONS

*continued from front*

give you a list of cancellations. If you confirm you were improperly canceled, file a union grievance.

What is a grievance?

A grievance is a formal employee complaint that management has violated the rights of an individual or group as set in our contract or law.

To determine whether something it's a grievance, ask yourself these questions:

- Is there a violation of the contract?
- Is there a violation of past practice?
- Is there a violation of a law?
- Have you been treated unfairly, not equal to how other employees are treated?

Is management violating its own written policies and procedures?

If you answer "yes" to any of these questions, it's likely that you can — and should — file a grievance

If we have filed a grievance over a contract violation, the union must prove that it's a contract violation. If the issue is a grievance about discipline, then the burden of proof falls on the employer.



**NUHW GEAR**  
[NUHW.org/store](https://www.nuhw.org/store)



**ONLINE CE**  
[NUHW.org/CE](https://www.nuhw.org/CE)



**NUHW NEWS**  
[NUHW.org/pulse](https://www.nuhw.org/pulse)



## BARGAINING UPDATE

*continued from front*

articles. The first win will extend Kindred Westminster members' third break from 10 to 15 minutes (to be in line with Brea). The second ensures Kindred posts the schedule for all members to see in a legible and readable manner.

We have also made a number of proposals, including pushing back on the ways Kindred can extend per diem probationary periods and forcing management to send us a list of all new employees 24 hours prior to their orientation. We also submitted a proposal to give our per diem coworkers access to the grievance procedure if it relates to their availability requirement. In addition, we are proposing that per diem and part-time staff be allowed to reclassify into part-time and full time positions if they meet an hours requirement.

Another one of our proposals states management should attempt to replace staff who have pre-scheduled absences like approved PTO and ensuring that no one is removed from the call list without reason, and that anyone can sign back up. We also clarified the language for it to specifically state mandatory overtime should go in the following order; volunteers, registry or agency staff, and lastly union members while allowing for at least 3 hours notice. And lastly, we proposed that the Kindred bonus program is equally accessible to all of us.

---

## MEMBER SPOTLIGHT CHRIS MALONZO

*continued from front*

Every contract bargaining has unique issues the workers are dealing with, but having a general understanding of the process and the challenges that may appear helps to move things along.

That's a valuable experience Malonzo offers to coworkers, since he previously worked at West Anaheim Medical Center and was instrumental in leading coworkers as they organized with NUHW and won their first contract.

"I wanted to come and help out. If we're together, we're a lot stronger than we think we are," he says of joining the combined bargaining team negotiating a new collective agreement with Brea and Westminster hospitals. "I want my coworkers to get the wages that we deserve. I don't want some of my coworkers to leave."

Malonzo says he often hears of workers leaving the hospital for other facilities where they get paid more and he wants Kindred to retain those experienced caregivers and not compromise patient care.

He says he also explains to coworkers that bargaining may be a "long process, but it's definitely worth it."

"I tell them 'look what we did at West Anaheim; no one ever thought we would bring a union over there', and when we got our contract patient safety increased and wages increased," Malonzo says, noting the same can be achieved in this new collective agreement.

"I tell them we have the opportunity to try to make this place and working conditions better for everyone," he says. "I feel really good about how bargaining is going. This is our chance to have Kindred management hear our concerns, our stories and fight for what we want."