

KINDRED SAN FRANCISCO BAY AREA

BARGAINING UPDATE

JUNE 10, 2020

ATTENTION! All RNs, RTs and RCPs, Rad Techs, Lab Techs, Phlebotomists, OR Techs, and Materials Clerks:

On June 5 our Bargaining Team reached agreement with management for a new contract. Because of the COVID-19 pandemic, both parties agreed to settle a short contract with a modest wage increase so that we can all focus on getting our patients through this difficult time.

The new contract will go into effect retroactively on May 1, 2020 and will expire on March 31, 2021.

But first we have to vote to ratify the contract. The Bargaining Team recommends a YES vote.

RATIFICATION VOTE DETAILS

Voting will begin on
Tuesday, June 16 at 7 A.M.

Voting will end on
Thursday, June 18 at 7 P.M.

To vote, go to:
<http://nuhw.org/kindredvote>

You will need to enter your
Employee ID number in order
to cast your vote.

If you don't know your
Employee ID number, please
contact NUHW Organizer
Joaquin Recinos. He can be
reached at (415) 770-4405
or jrecinos@nuhw.org.

SUMMARY OF THE TENTATIVE AGREEMENT

The raises will be as follows:

- Retroactive to the first full pay period following May 1, 2020: 2.25% for all employees (regardless of years of service)
- Effective the first full pay period following December 1, 2020: 0.75% for all employees with 6 months of service or more

Permanent Unit Assignments (for RNs only):

- The Bargaining Team also agreed to establish a fair system for each RN to be permanently assigned to a particular unit (2nd floor, 3rd floor, 4th floor, or ICU)
- There will be a bidding process for all full-time and part-time RNs to select their preferences, and selections will be awarded by seniority.
- Per diem RNs and Wound Care RNs are excluded from this process because they will not be permanently assigned to a particular unit.
- These permanent assignments will begin on July 12 or July 26.
- Additionally, all RN positions that get posted going forward will be for a position in a particular unit, so all newly hired RNs going forward will be hired for a particular unit.
- Floating will still happen occasionally as it does now.

Remember: This is a short contract. We'll be back at the bargaining table in less than a year. We must stay united and be ready to fight for a strong contract in 2021.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS