



Kindred Hospital San Diego • Kindred Hospital Brea • Kindred Hospital Westminster

WEEKEND PREMIUM UPDATE

All our hard work during contract negotiations is paying off — new classifications at Kindred Brea and Kindred Westminster will receive the weekend premium benefit this year.

KINDRED HOSPITAL BREA

Effective the first full pay period following July 1, 2020, a Weekend Premium of \$1.00 per hour will be paid to NUHW members who work weekends in the following classifications: EVS, Cook, Food Service Aides and Material Management/Admitting Clerks.

KINDRED HOSPITAL WESTMINSTER

Effective the first full pay period following August 1, 2020, a Weekend Premium of \$1.00 shall be paid to those who work weekends in the following classifications: EVS, Cook, Food Service Aides, and Material Management Clerks.

KINDRED HOSPITAL SAN DIEGO

Last year several NUHW members started asking questions about the weekend premium benefit included in the Union contract. The Union filed a grievance but the Regional Labor Relations Attorney denied it.

The grievance was submitted to arbitration, the third step of the grievance process. In the following months an Arbitrator will listen to the grievance and issue a decision in favor or against the Union.

PATIENT CARE COMMITTEE REPORTS

KINDRED WESTMINSTER

The NUHW-Kindred Westminster Patient Care Committee (PCC) held its monthly meeting on February 20. Salvador Ordaz, Nancy Freer, Cesar Robles, and Ashley Luna (pictured) represented the Union; Sheila Frias, CCO, represented the company.



We shared our ideas on how to improve patient care. We informed management of the difficulties that nurses have when using the new medical supplies such as GTube Valves and IV needles. We encouraged Sheila to bring back Lopez Valves or find a better quality alternative.



We provided information about the different vital signs schedules in the units and the impact on patient care.

We requested wider microfiber mops to enable workers in the EVS department can mop floors in less time, advised that the six-day schedule is putting too much strain on workers' shoulders, and expressed our dissatisfaction with the rotation of work areas.

Monitor Tech Nancy Freer reported that only employees with ACLS certification are permitted to perform the job of a monitor tech.

Last but not least, we reported that some NUHW members have been subject to unprofessional treatment in the workplace.

KINDRED BREA

The Patient Care Committee at Kindred Brea also met in February, Jose Gonzalez, LVN, and NUHW organizer Isacc Ramirez represented the Union; Linda Roman, Chief Clinical Officer, represented Kindred.

We shared with Linda some complaints from members about problems caused by short staffing. We advised that some changes in the extra shift premium language

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PATIENT CARE COMMITTEE CALENDAR

Join us during our monthly Patient Care Committee meetings. Your feedback helps improve patient safety in our workplace. Reach out to your organizer at least three days prior to the meeting to add a topic to the agenda.

KINDRED BREA

Meets on the FIRST Wednesday of every month at 8 A.M. in the Family Room

Next Meeting: March 4

KINDRED WESTMINSTER

Meets on the THIRD Thursday of every month at 10 A.M. in the Big Sur Room

Next Meeting: March 19

KINDRED WORKERS VOTE TO JOIN NUHW

More than two dozen occupational therapists, physical therapists and speech pathologists voted unanimously on Jan. 7 to join NUHW.

These workers are employed by Kindred, but provide care at Dominican Hospital's Outpatient Rehabilitation Center in Santa Cruz. They join more than 100 NUHW members at Dominican.

"As someone born and raised in this community, I have a deep loyalty and desire to serve the people of Santa Cruz County," said Elizabeth Brown, a physical therapist. "By voting yes to NUHW, I knew that I was really saying yes to better working conditions, a sustainable living, and ultimately the ability to provide better patient care."



Now that the vote is over, caregivers are selecting a bargaining team and voting on their top priorities to win in upcoming contract negotiations.

"I voted yes for NUHW so that I can afford to pursue a long-term career at Dominican Rehab,"

said Laura Ostermann, a speech language pathologist. "We have a lot of important goals to accomplish in our contract and we're eager for bargaining to begin."

UNDERSTANDING YOUR UNION CONTRACT

What happened to my PTO if I made a change from full-time to per diem status?

If you change from a PTO-eligible status (i.e., full-time) to per diem, you will stop earning PTO. All vested PTO balances will be paid at the base rate of pay as of the day prior to the change in status. All accrued but not vested PTO balances will be forfeited unless otherwise required by law.

What happens to my negotiated wage increase if I change from full-time to per diem status?

If you change status before the 2020 wage increase goes into effect, you will receive the wage increase rate according to your status. For example, under the current contract, an employee with 10 years of service will receive a 4.25% increase after the first full pay period following July 2020. If the employee decides to change status before July 2020, the employee will receive a 1.25% increase instead of 4.25%.

PATIENT CARE COMMITTEE REPORTS

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were needed to encourage our members to come in to work during their days off to prevent the use of registry workers.

We also shared some suggestions, which Linda committed to taking to upper management:

- Increase the extra shift premium amount.
- Allow employees to collect the extra shift premium even if they have missed a regular working day for calling in sick.
- Give full payment of the Extra Shift Premium amount to all employees who have been offered and accepted an extra shift when the shift had already started.



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