

NUHW Service Unit at Kindred San Leandro

SUMMARY of TENTATIVE AGREEMENT

01/27/22

●**Term of New Contract**

The new contract starts on October 31, 2021 and expires on May 30, 2025.

●**Increases to Minimum Hiring Scales**

The minimum hiring rates will be increased (upon ratification) in this contract:

CNA and LVN: **8%**

All other classifications: **5%**

The Hiring grid will be expanded from 5 years to 10 years. A 2.25% spread will be maintained between steps on hiring grid. The Hospital may, at its discretion increase start rates during the life of the agreement. In the event this occurs, the spread between steps shall be 2.25%.

The maximum wage rates will be:

LVN: **\$40.00**

All other classifications: **\$27.00**

Department	0 (Start)*	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	Max Rate
LVN	\$ 26.62	\$ 27.22	\$ 27.83	\$ 28.46	\$ 29.10	\$ 29.75	\$ 30.42	\$ 31.11	\$ 31.81	\$ 32.52	\$ 33.25	\$40.00
CNA	\$ 18.27	\$ 18.68	\$ 19.10	\$ 19.53	\$ 19.97	\$ 20.42	\$ 20.88	\$ 21.35	\$ 21.83	\$ 22.32	\$ 22.82	\$27.00
Dietary Aide	\$ 17.04	\$ 17.42	\$ 17.82	\$ 18.22	\$ 18.63	\$ 19.05	\$ 19.48	\$ 19.91	\$ 20.36	\$ 20.82	\$ 21.29	\$27.00
Unit Secretary	\$ 18.36	\$ 18.78	\$ 19.20	\$ 19.63	\$ 20.07	\$ 20.53	\$ 20.99	\$ 21.46	\$ 21.94	\$ 22.44	\$ 22.94	\$27.00
Cook	\$ 18.53	\$ 18.95	\$ 19.38	\$ 19.81	\$ 20.26	\$ 20.71	\$ 21.18	\$ 21.66	\$ 22.14	\$ 22.64	\$ 23.15	\$27.00
Housekeeping Lead	\$ 17.04	\$ 17.42	\$ 17.82	\$ 18.22	\$ 18.63	\$ 19.05	\$ 19.48	\$ 19.91	\$ 20.36	\$ 20.82	\$ 21.29	\$27.00
Housekeeping	\$ 20.62	\$ 21.09	\$ 21.56	\$ 22.05	\$ 22.54	\$ 23.05	\$ 23.57	\$ 24.10	\$ 24.64	\$ 25.19	\$ 25.76	\$27.00

●Wage Increases

FT/PT = full-time and part-time

PD = per diem

Total wage increases (see specifics below):

FT/PT employees with 10+ years of service: **12.25%** over 3 years

FT/PT employees with 5-9 years of service: **10.5%** over 3 years

FT/PT employees with less than 5 years of service: **9%** over 3 years

PD employees: **2%** over 3 years

**All increases are effective the first full pay period after the first of the month*

First year (wage increases):

June 2022: **3% wage increase** for FT/PT employees with 6+ months of employment

June 2022: **0.5% wage increase** for PD employees

First year (market adjustments):

June 2022: **1% wage increase** for FT/PT with 10+ years of service

June 2022: **0.5% wage increase** for FT/PT with 5-10 years of service

Second year (wage increases):

June 2023: **1.5% wage increase** for FT/PT employees with 6+ months of employment

December 2023: **1.5% wage increase** for FT/PT employees with 6+ months of employment

June 2023: **0.5% wage increase** for PD employees

December 2023: **0.5% wage increase** for PD employees

Second year (market adjustments):

December 2023: **1% wage increase** for FT/PT with 10+ years of service

December 2023: **0.5% wage increase** for FT/PT with 5-9 years of service

Third year (wage increases):

June 2024: **1.5% wage increase** for FT/PT employees with 6+ months of employment

December 2024: **1.5% wage increase** for FT/PT employees with 6+ months of employment

June 2024: **0.5% wage increase** for PD employees

Third year (market adjustments):

December 2024: **1.25% wage increase** for FT/PT with 10+ years of service

December 2024: **0.5% wage increase** for FT/PT with 5-9 years of service

Employees who are at or above the maximum rate on the hiring scales shall still receive the wage increases listed above. However, after **January 1, 2025**, these employees shall, in lieu of wage increases, receive a lump-sum bonus equal to the amount of the wage increase for all hours worked since the last wage increase.

●Sick Pay

On January 1, 2023, each benefited employee will receive an additional **1% wage increase**.

Beginning in 2023, each benefited employee will stop receiving the additional 3 days of paid sick leave.

Per diem employees, however, will continue to have available to them 3 days of paid sick leave under California law.

●Shift Differentials

Effective June 2022, the following differentials shall be as follows:

Department	Position	Shift Differential Hours	Shift Differential Rate
Nursing	LVN	7pm-7:30am	\$2.40 2.55
Nursing	CNA	7pm-7:30am	\$1.90 2.05
Housekeeping	All	2pm-11:30pm	\$1.40 1.50
Housekeeping	All	11pm-7:30am	\$1.90 2.00
Dietary	All	3pm-11:30pm	\$1.40 1.50
Unit Secretary	All	7pm-7:30am	\$1.90 2.00

●Health Insurance

Effective **January 1, 2024**, the following reduction in employee premiums will be made to the Kaiser Medium Plan:

<u>Coverage Level</u>	<u>Status Quo (Employee/Employer)</u>	<u>New cost-sharing percentages</u>
<u>Employee only</u>	<u>30/70</u>	<u>25/75 (-5%)</u>
<u>Employee + spouse</u>	<u>53/47</u>	<u>40/60 (-13%)</u>
<u>Employee + kids</u>	<u>43/57</u>	<u>37/63 (-6%)</u>
<u>Family</u>	<u>44/56</u>	<u>37/63 (-6%)</u>

●Staffing and Compliance with Law

We have agreed to create a **Patient Care Committee** (consisting of up to 2 service unit members). Each month, the PCC meets for up to 2 hours and the union members are paid for the time, and the purpose of these meetings is for the parties to discuss how to improve patient care and working conditions.

We have also agreed to create a **Joint Practice Committee** (consisting of 2 union folks and 2 management folks). Also here, there are 2 hours of paid time each month available to union members for attending Joint Practice Committee meetings. If the Patient Care Committee and the Hospital cannot resolve an issue, it may be referred to the Joint Practice Committee, and the Joint Committee shall make a final recommendation.

We also won language in the contract that requires Kindred to follow the law. Though that seems obvious, it gives us a new means of holding management accountable when we believe they have violated Title 22, for example.

●Vaccinations

We agreed to language that allows the Hospital to mandate vaccinations, subject to pregnancy, disability, or other medical exceptions and religious objections.

●List of Employees

We agreed to change “social security #” to “employee ID #.”

●Grievances

Improved grievance section.