

UNION REVISED 3.16.2021

Kindred Brea/NUHW Proposal for 1 Year Contract

Duration/Current terms:

The parties agree to a new one year collective bargaining agreement. The new one year collective bargaining agreement shall expire on June 30, 2022. The following and below terms will be implemented in the new agreement; and all current terms shall remain in effect unless modified by this MOU.

Wage Increases:

Effective the first full pay period following April 1, 2021 all FT and PT employees with 6 or more months of service shall receive a 1.5% wage increase.

Effective the first full pay period following April 1, 2021 all Per Diem employees with 6 or more months of service shall receive a 1.25% wage increase.

Effective the first full pay period following October 1, 2021 all FT and PT employees with 6 or more months of service shall receive a 1.5% wage increase.

Effective the first full pay period following April 1, 2022 all FT and PT employees with 6 or more months of service shall receive a 1.5% wage increase.

Effective the first full pay period following April 1, 2022 all Per Diem employees with 6 or more months of service shall receive a 1.25% wage increase.

All full time, part time and per diem employees shall receive the wage increases referenced above and there shall be no offsets to the minimum wage increases. However, if an employee is above the newly implemented maximum rate, they shall receive a lump sum bonus. If they are below the maximum rate by any amount less than the 1.5% wage increase in either the April 2021, October 2021 or April 2022, they shall go to the maximum rate and then receive the remainder of the 1.5% increase in a lump sum bonus multiplied by the hours they worked during the previous six months.

Contract language changes:

Article 12.7(h)(v)/Extra Shift Premium: Delete (v) in its entirety and replace with the following: *"In the event the Hospital at its sole discretion chooses to implement an Extra Shift Program under this Agreement, the Hospital shall provide the Union with seventy-two (72) hours' notice prior to the date of the implementation. In such notice the Hospital shall include the projected end date of the ESP. In the event the Hospital chooses to extend the end date that*

*was originally noticed to the Union, the Hospital shall notify the Union no less than 48 hours prior to the original end date, and advise on a new end date.”*

**Article 28/Employment Bonus Programs:** Delete the last sentence of this Article starting with “In the event...” and replace with the following: ***“In the event the Hospital wishes to implement such additional bonuses, the Union shall be notified seventy-two (72) hours in advance of the implementation, and if so requested by the Union, the parties shall meet and confer on the effects.”***

**Hiring Grids and Maximum Rates: See attached grids**

Description of Hiring Grids: Kindred Brea

**April 2021 Hiring Grid:**

1. Reflects per the Employer’s proposal 1.5% increase in the minimum rate for CNAs and Cooks and years 2-12 adjusted by 2% between each step.
2. Reflects per the Employer’s proposal 1.5% increase in the minimum rate for RN Advance Skills and RNs, and years 2-12 adjusted by 2% between each step.
3. Maximum rates for all classifications reflect a 3% increase in the current contract 2021 maximum.

**October 2021 Hiring Grid:**

1. Reflects per the Employer’s proposal 1.5% increase in the minimum rate for RN Advance Skills and RNs, and years 2-12 adjusted by 2% between each step.

**January 2022 Hiring Grid:**

1. Reflects any classification minimum rate below \$15 moved to \$15 with the exception of the Employer’s proposal for CNAs and Cooks, see 2. Below.
2. CNA and Cooks minimum rate increased to \$15.50 start with years 2-12 adjusted by 2% between each step, per the Employer’s proposal.
3. Per the Employer’s proposal, the maximum rate for Cooks was adjusted to \$19.27. The maximum rate for CNAs remains at the same rate as 2021 of \$21.50, which reflects the 3% maximum increase.

**April 2022 Hiring Grid:**

1. Reflects per the Employer’s proposal 1.5% increase in the minimum rate for RN Advance Skills and RNs, and years 2-12 adjusted by 2% between each step.

**Minimum Starting Rates:** The Hospital retains discretion to increase the minimum starting wage rate for any job classification provided the hiring rates for Years 2-12 are also increased by

the same percentages set forth in the current agreement between years of hiring service (e.g., if there is 2% between years 1 and 2 in the current agreement there shall still be 2% between years 1 and 2 after the new minimum start rate is implemented. If any employee is below the new minimum start rate, such employee shall be raised to the new minimum start rate. The Hospital shall notify the union of an increase to the new minimum start rate.