

NUHW UPDATES: KINDRED WESTMINSTER HOSPITAL April 16, 2021

Unilateral Changes in Working Conditions Affecting CNAs.

CNAs reported to the Union that the company had changed their working conditions. Since the last week of January, 1 CNA has been removed from each unit and assigned to the lift team. The patients that were cared for by CNAs assigned to the turn team are divided between the two CNAs that remain on the floor.

- **The union believes this practice violates the Union's contract and filed a grievance. Two weeks ago, we held a Step 2 grievance meeting with the company. Saganda Bradford CNA, Maria Rivas CNA, Joshua Fernandez RT, Isacc Ramirez NUHW Rep., and Jessica Early NUHW researcher represented the Union.**

Saganda and Maria discussed the challenges of providing good care to a greater number of patients assigned to the CNA who remain on the floor. Furthermore, we explained that the CNAs in the lifting team are not assisted in lifting heavy patients and the lack of training for safe patient handling.

The Union requested to stop the lift team assignment and revert to the previous practice of assigning 8-10 patients per CNA **OR** increase the number of CNAs on the floor to reduce the number of patients per CNA.

At this time, the Hospital is unwilling to reverse changes made to CNA job assignments or to negotiate such changes. The only commitment the hospital made is that they will make efforts to fulfill the Lifting Team assignments with volunteers. In the event that there are not enough volunteers to complete all assignments, the Hospital will agree to fill the rotational seniority assignments.

On March 26, the Union filed a complaint with the federal government agency complaining that Kindred had violated the law by changing the working conditions of the CNAs unilaterally. We are still waiting to be contacted by an agent of the federal government who will carry out the investigations of our complaint. Keep tune for more info.

Changes to the Influenza/Flu Vaccination Policy

Kindred Hospitals is proposing to make changes to the current Flu vaccination policy in 2021. Kindred corporation is making the Flu vaccine a condition of employment for new and current Employees for all Kindred Hospitals in. In their proposal Kindred included three exceptions to opt out: **Religious, Beliefs, or Disability.**

Employees with religious practices, beliefs and observances may apply for an accommodation by completing the religious accommodation influenza vaccination request form. **Employees with a qualifying disability** may request a reasonable accommodation by informing their side leader, HR or UNUM.

Kindred is also proposing a **discipline process** for non-exempt employees who refuse the Flu vaccine. For this reason, a group of NUHW members from Kindred Brea, Kindred Westminster and Kindred San Diego have filed a grievance and requested Kindred corporate to negotiate the changes to the influenza policy. These workers would like to continue using their autonomy decision to opt out.

We continue having discussion with Kindred corporate about this issue. **If you want to obtain more information about this issue or want to join the fight, contact your Shop Stewards Josh Fernandez RT, Marsha Mabry Mon. Tech. or Isacc Ramirez Union Rep.**
