

Kindred Proposes Cuts to Vacation, Holidays



“Kindred recognizes the importance of time away from work for all employees and provides PTO to eligible employees so they can attend to a variety of individual needs, including rest, recreation, illness and other personal reasons.”

– Kindred policy

If the above statement from Kindred’s own policy manual is the truth, then why does Kindred management want to **gut** our current Paid Time Off policy?

<u>Current Policy</u>	<u>Kindred Management Proposal</u>
0-5 years = 15 days / 120 hrs	1-2 years = 7 days / 56 hrs
5-10 years = 18 days / 144 hrs	2-5 years = 10 days / 80 hrs
10+ years = 23 days / 184 hrs	5-10 years = 15 days / 120 hrs
	10+ years = 20 days / 160 hrs

Slight Increase in Hire Rate

During negotiations on Friday, August 15, our SEIU 121RN and SEIU-UHW bargaining team met with Kindred Management for our third bargaining session. Management agreed to an immediate increase in the hire rate, to \$10.10. As a result, two dietary workers will receive a wage increase by Oct. 1, 2014, bringing their hourly rate up to \$10.10.

Kindred takes their proposed cuts further by proposing that *“only full-time employees who have worked **more than three years** in a bargaining unit position are eligible to work holidays or to receive holiday pay.”* The current policy allows all full-time, part time and per diem employees to work holidays and receive premium pay. The current policy also states *“benefit eligible full-time and part-time employees,”* provided that they worked their scheduled shift before the holiday and after the holiday, will receive holiday pay. Part-time employees must be scheduled for 24 or more hours per week.

SEIU 121 RN and SEIU- UHW came to negotiate. We came to bargain for fair pay and benefits for Kindred employees and we will not settle for less.

Tell Kindred management that these proposals are **UNACCEPTABLE** and the dedicated Kindred South Bay and Tri-Cities employees deserve better!

**Support our Bargaining Team!
Slap on a sticker and don't forget to wear Union colors on Tuesdays and Thursdays!**

For additional information, contact our Union Representative:

SEIU 121RN: Sonya Jimmons, MSW, jimmonss@seiu121rn.org or (213) 247-4585
SEIU-UHW: Hannah Washburn, hwashburn@seiu-uhw.org or (323) 434-9578

