

Kindred Riverside

Summary of Tentative Agreements for Service, Tech & RN bargaining units

1. Economics

WAGE INCREASES—GUARANTEED AND NOT SUBJECT TO EVALUATIONS OR KINDRED FINANCIAL PERFORMANCE

- **2017 (upon contract ratification)**
 - All employees (on payroll on 6/1/17) will receive a 1.8% across the board wage increase effective first pay period following 12-1-17
 - No employee shall be paid below the Minimum Start Rate for his/her classification. Minimum Rates are attached.
 - Superior start rates from other Kindred Union facilities adopted.
 - Certified Nurses Assistants with greater than 5 years seniority shall receive an additional .5% raise
- **2018**
 - July 2018
 - All non-RN/LVN employees shall receive 1.5% across the board
 - RN, RN Advanced, LVN will receive a 1.75% across the board
 - Maxes apply. Employees at Max shall receive a bonus equal to the hours worked since last pay raise times the amount of the wage increase.
- **2019**
 - March 2019
 - Employees shall receive 1.8% across the board
 - Maxes apply. Employees at Max shall receive a bonus equal to the hours worked since last pay raise times the amount of the wage increase.
 - October 2019
 - All non- RN/LVN employees shall receive 1.5% across the board
 - RN, RN Advanced, LVN will receive a 1.75% across the board
 - Maxes apply. Employees at Max shall receive a bonus equal to the hours worked since last pay raise times the amount of the wage increase.

HEALTH INSURANCE

- Kindred will continue current percentage contributions for Kindred Plans and Kaiser for 2018.
- 85% employee only (current is 80%)
- 70% employee plus spouse
- 75% employee plus children
- 70% employee plus family
- If Kindred proposes to change the structure of the plans or change the Kaiser plan, the Union and Kindred will bargain over this issue.

PAID TIME OFF—Kindred will maintain current PTO accruals and program for life of contract

PAY PRACTICES—DIFFERENTIALS—All differentials shall be maintained for the life of the contract. Differentials will be paid



EDUCATIONAL LEAVE

- Kindred will maintain current educational practices
- Kindred will pay the cost of any special classes or training outside the hospital which it requires as a condition of employment
- Kindred will negotiate with the Union should state or federal laws require changes in staff's educational requirements

STANDARDS PRESERVED—No employee shall lose anything unless it is specifically bargained in this Agreement

RETIREMENT

- Employees may participate in Kindred's 401(k) to same extent as all other Kindred employees
- Kindred will pay for Life Insurance and Supplemental Disability Insurance

2. Job Security Provisions

SENIORITY—Kindred will offer overtime in order of seniority and will reduce staff in order of seniority in response to census or other extreme situations.

DISCHARGES—Employer may only discipline for Just Cause. If allegations of resident abuse, Kindred must have reasonable belief that the incident occurred.

GRIEVANCE PROCEDURE—Any disputes about disciplines or contract interpretation may be submitted to a neutral arbitrator for final decision

SUCCESSORSHIP

- Kindred will provide 60 days notice of sale or transfer and request new employer give preferential hiring to unit employees
- Employees may cash out PTO or preserve if they elect to transfer to another Kindred Hospital

NO DISCRIMINATION—Kindred shall not discriminate and employees have the option of filing a grievance or using outside agencies to remedy

TRANSFER—Employees may transfer to another Kindred Union hospital and maintain seniority

PROBATIONARY PERIOD—Each new employee will serve a 90 day probation (does not apply to employees who have already worked 90 days)

CATEGORIES OF EMPLOYEES—30 hours per week is full time for all benefits

HOURS OF WORK—Kindred will bargain for 30 days prior to changing the scheduling system

LEAVES OF ABSENCE—All legally protected leaves are in the contract

LICENSE RENEWAL PROTECTION—If employee license lapses due to State, employee may be granted time off without pay to correct license and return to work. If employee is terminated, can reapply once license is reinstated and keep seniority for a period of 6 months from termination

SUBCONTRACTING—If Kindred subcontracts any bargaining unit work, the subcontractor must recognize the Union and recognize the seniority of each subcontracted employee.

STAFFING—Labor Management Committee meets and reviews staffing and other employee concerns. Committee can

make recommendations to apply Title 22 Nurse Staffing Provisions.

SAFETY—Kindred and Union will work together to provide safe workplace. Safety concerns may be brought up at LMC

JURY DUTY

BEREAVEMENT LEAVE—Maintain current benefit

SAFETY—Kindred and Union will work together to make workplace safe

EMPLOYMENT BONUS PROGRAMS—Employees may participate in Kindred Bonus Programs

SUPPLEMENTAL BENEFITS—Short and long term disability and flexible spending account

KINDRED GIFTS PROGRAMS—Kindred is free to give gifts to employees

CUSTOMER SERVICE PROGRAMS—Employees will work with Kindred on customer satisfaction programs

3. Organizational Provisions—*Contract Language*

RECOGNITION OF THE UNIONS—Kindred recognizes the Union- SEIU UHW/121RN for all service and technical employees, and RNS at Kindred Riverside

Service and Tech includes all full time, part time and per diem:

- CNA
- Cook
- EVS Aide
- Food Service Aide
- LVN
- Materials Management Clerk
- Medical Technologist
- Monitor Tech
- Phlebotomist
- Radiology Tech
- Respiratory Therapist
- Unit Secretary/Clerk

KINDRED RECOGNIZES THE UNION—SEIU 121RN for all RN's and Advanced RN's at South Bay. Includes all full time, part time and per diem:

- RN
- Advanced Skills RN

Kindred and Unions agree to bargain together and print one contract for all 2 bargaining groups for convenience only. The 2 units are separate bargaining units

UNION SHOP—Each employee must be a member of the union or pay fees.

DUES DEDUCTION—Kindred agrees to process union dues deduction forms

MANAGEMENT RIGHTS

- Kindred runs the hospitals and reserves any rights not restricted by the contract or the standards preserved clause.
- Kindred Handbook applies but contract governs and union may file a grievance if Handbook is in conflict with contract

BULLETIN BOARDS—Union can maintain a bulletin board in each hospital

UNION REPS—Union reps may have access to the hospital to talk to employees on non work time

SHOP STEWARDS—Kindred will recognize Union shop stewards; 3 per bargaining unit and 3 alternates

SAVINGS CLAUSE—If any provision is illegal under the law, the rest of the contract remains in force