



By working together we got our raises!

Our unity makes the difference

- January 1 everyone making less than \$15 an hour moved to \$15 an hour
- July 1 raises 0.5% for everyone
- Adjusted Hiring scale for new hires

"We need to keep working together to build a strong union here at Kindred. We are improving standards here, and will continue to work on better staffing for our patients and for us!"

Catalina MacKinnon EVS Kindred Northgate



Know Your Rights: The right to representation

- If you are ever called into a meeting with your supervisor or manager that could result in discipline, you have specific representational rights.
- You have the right to have a union delegate present.
- If you want a delegate there, you must ask for one.
- If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in a discipline.
- If your manager refuses to allow you to bring a delegate, repeat your request in front of a witness. Do not refuse to attend the meeting but do not answer any questions either. Take notes.
- Once the meeting is over call your delegate at once.
- You have the right to speak privately with your delegate before the meeting and during the meeting.
- Your delegate has the right to play an active role in the meeting. They are not just a witness.

Here's what you can say to your manager:

"If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my delegate be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

Get involved!

We are building our strength and talking to members about how best to build our power with sub committees. If you have any suggestions or would like to be involved contact Janelle Criollos at 425-306-2996.