



Our Union Is Our Voice, Our Contract Is Our Guarantee

We formed our union at Kindred so we would have a voice in the decisions that affect us and our patients. When we negotiated our first contract, we fought hard for legal commitments to guarantee our raises, create a hospital-wide weekend premium, and ensure a fair and transparent process in the event of layoffs.

Kindred Corporate, in Louisville, Kentucky, has decided to close our Northgate campus, and provided the legally required notice that our positions will be eliminated on August 9, 2019. Under our contract, which we won by taking united action, we have rights that honor our years of service and provide a transparent process for the layoffs.

Our contract rights include:

Seniority: Management must respect our seniority when they decide to begin a layoff.

Ensure jobs are available to us: Management must freeze hiring for vacant positions until the layoff position is complete. That means they can't hire outside candidates for our jobs while our future is uncertain.

Vacant First Hill positions: If we want to continue to work at Kindred, we can transfer to open positions at First Hill.

Displacement: In the event that there aren't enough open positions, we have the right to displace the least senior person in our job classification.

Recall Roster: In the event we don't secure a position at First Hill, we have the right to be on a Recall Roster for 12 months, and Kindred must offer to us, based on seniority, the first available position. By having a union and a contract, we have the contractual rights to make sure our layoff is fair and transparent.

We continue to negotiate with Kindred Corporate on the next steps of the layoff, and fight for a fair severance package for our coworkers that decide to leave Kindred.

If you have questions about the Northgate layoff, please talk to a delegate or call your organizer.



Toni Tesfaye and Toni Branham, Materials

"Kindred's decision to close Northgate is a shock to all of us. It's not right that Kindred is springing this on us, when many of us have been here for years and years. We demand a transparent process and a clear idea of what's next. Let's stay informed so that we know all our options."



Robert Posey, Environmental Services

"We need unity at both campuses to make sure that they honor the contract and respect a process that would deal with the layoff process here at Kindred as fairly as possible."



Tatum Crystal and Thelma Peralta, Dietary

"We want to make sure we are compensated for all we have done. We're all human beings and need to be treated with respect. We're here for our coworkers and we need to make sure that everyone has options. This is hard work we do and we need to be respected."



Steven Reid, Environmental Services

"We have to keep on fighting for our rights and for what's right here at Kindred. We have to stick together. This is not the first time management has disrespected us and we have successfully fought back. If management does not offer a proposal that respects us, we need to fight again."

