

## Historic Wage Increases: Our Latest Contract Victory at Kindred

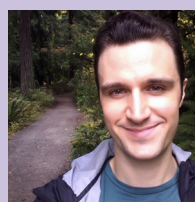
Overwhelmingly, we voted to ratify our new contract which will give us substantial raises immediately and provide respectable wages moving forward that will help us recruit and retain experienced staff at Kindred First Hill. Through our new equity wage grid, in the next few weeks, we and our coworkers will see the largest wage increases in the history of our union at Kindred! In addition to historic wage increases, our bargaining team also won:

- Everyone will get a minimum 2.75% increase, though many of us will get significantly more due to our new wage equity grid.
- An additional 2.5% wage increase for everyone in November 2021 to make sure our wages keep up with inflation.
- Access to WA Paid FMLA, to ensure we are paid on FMLA without using out PTO.
- Use of accrued time off to pay for COVID quarantine time.

### Achieving Victory Through Collective Action

Although our new contract resulted in a huge victory, the gains made at the bargaining table were not easily won. On November 5, members of our bargaining team delivered a petition, signed by a supermajority of our coworkers, to our CEO. The petition made clear to executive management that we expect Kindred to respect our essential work by providing us with fair pay. A few weeks later, our coworkers wore stickers on the job in support of our bargaining team and to show Kindred management that our union wouldn't accept the low annual cost-of-living increases being offered by the hospital. After both collective actions, management returned to the table with almost triple their original offer on cost-of-living increases and a more equitable wage grid.

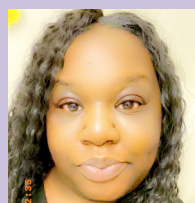
These powerful actions show us once again, we have power when we stand together and take collective action on the job!



"Our agreement is the result of all the collective actions we've taken on the job over the past few months. This victory happened because we

we're willing to take action and use our collective voice to fight for respectable pay at Kindred. We break our backs for this job, so we deserve for that hard work to be reflected in our paychecks."

**Ike Moses, Certified Nursing Assistant, Kindred First Hill**



"When I speak to my coworkers about the union, I always tell them 'Every voice matters. If something is wrong, speak up. Because the

only way we can fix things is when people use their voice.' Our new agreement shows how true this is. We spoke up, we fought as a group for what we wanted and now we're going to get the money that we deserve."

**Chrisshundra Morgan, Environmental Services Aide, Kindred First Hill**