

## Our Vision is Unity, Respect, and Better Staffing

Our vision for care at Kindred means respect for who we are and what we do. We should have a wage scale that rewards us for every year of our experience and catches us up to other area hospitals like Northwest and Swedish. Our contract must respect our identities and where we are in life through protections for our religious practices, access to all-gender bathrooms, and a private lactation space. Under our contract, we would have a strong voice in staffing and a process to address short staffing that respects the care we want to deliver. We hoped management would share this vision, and are disappointed in their current proposals. We will continue to fight for the wages and benefits we need to care for our patients and community.

### Management's Vision:

#### No Guaranteed Raises and 1/2 Credit for Many of Us on Past Experience

- ✗ Management's proposal does not guarantee a wage increase this year, and has no raises scheduled for 2024 or 2025. They instead want to increase hire-in rates, but this does not catch us up to other area hospitals; and if you are below the new hire-in rate you will only catch up to a new hire, regardless of your years of experience. In addition to no guaranteed raises,
- ✗ Management doesn't want to recognize Martin Luther King Jr. Day or Juneteenth, two federal holidays that celebrate and recognize people of color.
- ✗ Management's view on past experience appears to be both racist and bad for hiring and retaining people of color at Kindred; they want to give a 1/2 year of credit for each year of work outside the United States, as if you weren't a whole person before moving to the US.

"I didn't expect management to agree to everything, but I never, ever expected the racist proposals they gave us. Not only did they not want to recognize either of the holidays for people of color, but if you worked in your job outside the US they only want to give you 1/2 credit for each year - it's like you were 1/2 a person until you moved to the US."

- **Daymond Phillips, Laboratory Services**



"I attended bargaining from Thailand, set an alarm and everything to be there, and was really looking forward to seeing how management values us. I woke up for nothing. Literally nothing. No guaranteed raise this year, no raise next year, no raise the year after. Well I can tell you their proposal accurately predicts the number of people who are going to stay through their use of one number; and that's zero." - **Ike Moses, CNA**