



Kern Medical—May 25

SEIU 521 members at Kern Medical are UNITED for:
Quality Services Quality Staffing Quality Care

Management wants to give us money

Kern Medical management has proposed re-opening our contract. We are not opposed to addressing the issues that currently limit our ability to recruit and retain quality staff at our hospital. We want Kern Medical to have the best staff and remain competitive as a hospital of choice and an employer of choice in our community.

So what is the hold up?

Management stated they wish to address other matters in our agreement including changes to our pensions. We have asked for clarification and eagerly await their response so members can make an informed decision about assuming this risk.



How will bargaining the entire contract early impact us?

Our contract is a legally binding agreement that covers specific wages, hours, working conditions, and rights for employees at Kern Medical. This means that before the expiration, the contract is not able to be negotiated except by mutual agreement of both parties. This contract protects many of our hard won benefits and rights.

Bargaining over wage increases only to address recruiting and retention concerns will protect our benefits and allow us to negotiate without jeopardizing other rights. Opening the entire contract allows management to propose changes that can modify or eliminate current benefits (e.g. Retirement, Health insurance, and Accruals) and there are no guarantees that they may not propose concessions that can hurt us ALL.

**ARE YOU WILLING TO TAKE A RISK THAT CUTS BENEFITS
TO GET MONEY TO A FEW CLASSIFICATIONS?**

***If we are going to win,
we must UNITE!
Join the Contract Action Team
FIGHT for Kern Medical employees.***

Contact your new
organizer for
more info:

Michael Carter

(661) 321-4177



Michael.Carter@seiu521.org

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www.SEIU521.org/kernmedical

Stop Working Out of Class

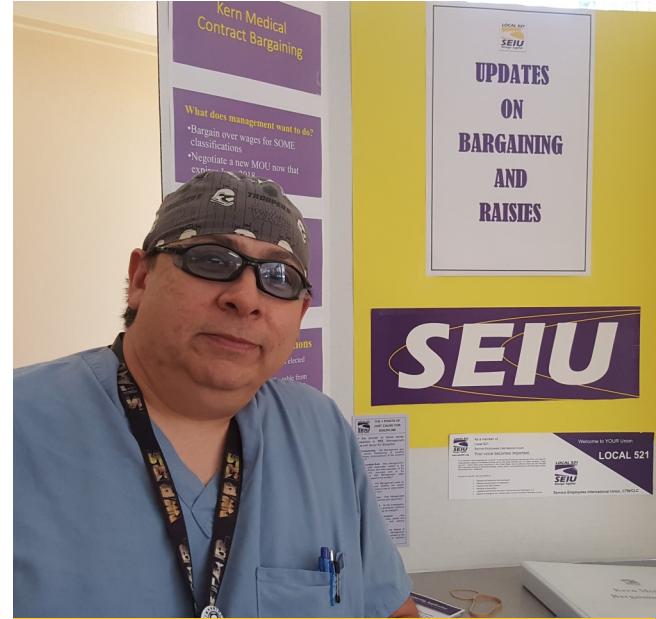


Workers are Being Reclassified

After months of bargaining and negotiating, a group of surgical techs are finally getting the recognition they deserve. A group of members, led by Bill Soto, has been working with management for months to be reclassified into positions that accurately describe their daily work.

The battle for recognition of our contributions is at the heart of union life. Many workers feel torn because we love our work and our co-workers and we don't want to strain relationships and we believe that our good work will be recognized.

It's time for all of us to stand up. Our work should be recognized and compensated fairly. Are you working out of class? Talk to your Contract Enforcement Specialist.



"Lots of us are working out of class because we love our work and our hospital. We deserve to be recognized for the work we do and standing up is the only way to get recognized."
- Bill Soto
Preoperative Associate

Have questions about your contract, need assistance with a discipline or have a potential grievance?

Contact:
Contract Enforcement Specialist Assistant
Vicky Avila at vicky.avila@seiu521.org or
(661) 321-4160.

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