

MEMORANDUM OF UNDERSTANDING
between Kindred Hospital San Francisco Bay Area
and the National Union of Healthcare Workers
re: Extension of the Collective Bargaining Agreement (CBA) for the Service Unit

The following Memorandum of Agreement (“MOA”) is by and between the National Union of Healthcare Workers (“Union”) and Kindred Hospital San Francisco Bay Area (“Employer”).

1. The Parties agree to extend the current Service Unit Collective Bargaining Agreement (CBA) through May 31, 2026.
2. The Parties agree to the following Across-the-Board Wage Increases:
 - a. Effective the first full pay period following June 1, 2025, the Employer will provide a 1.5% wage increase to all full-time and part-time employees with more than six (6) months of Kindred service.
 - b. Effective the first full pay period following June 1, 2025, the Employer will provide a 0.5% wage increase to all per diem employees with more than six (6) months of Kindred service.
 - c. Effective the first full pay period following December 1, 2025, the Employer will provide a 1.5% wage increase to all full-time and part-time employees with more than six (6) months of Kindred service.
3. The Parties agree to the following Longevity Increases:
 - a. Effective the first full pay period following December 1, 2025, all full-time and part-time employees who have a minimum of ten (10) years as of that effective date, shall receive an additional one point two five percent (1.25%).
 - b. Effective the first full pay period following December 1, 2025, all full-time and part-time employees who have a minimum of five (5) but less than ten (10) years as of that effective date, shall receive an additional one-half percent (0.5%).
 - c. The December 2025 Longevity Increases are in addition to across-the-board increase effective the first full pay period following December 1, 2025.
4. The Parties agree that the Minimum Wage Rate Increases language in the Service Unit CBA remains in effect. For reference, that language is included below:
 - a. Should any federal, state or local minimum wage law or ordinance so require, the Hospital may immediately increase the hourly base rate of any employee to meet the applicable minimum wage.
 - b. Any increases to minimum wage by law offsets later increases in next 12 months (state or municipal mandated increases offset later increases for next 12 months whether done in January, July, or otherwise scheduled.)
5. The Parties agree that for the duration of this Extension the Maximum Wage Increases language in the Service Unit CBA will be suspended.
6. The Parties agree to engage in discussion over the possibility of bargaining both the Service Unit (whose CBA is now scheduled to expire on May 31, 2026) and the RN/Tech Unit (whose CBA is scheduled to expire on March 31, 2026) at the same table, and at the same time. This is with the understanding that both are separate and distinct collective bargaining agreements.

