

# Fountain Valley Regional Hospital

## BARGAINING DAY 1: FIGHTING FOR RESPECT

AUGUST 12, 2016

**On the first day of negotiations, our NUHW bargaining committee presented management with a number of proposals, many of which Tenet has agreed to at its other hospitals. The proposals covered many issues affecting our terms and conditions of employment, including:**

- a commitment to work with management to provide the best patient care possible
- union representation
- the awarding of positions based on seniority
- non-discrimination protections to ensure a safe working environment
- grievance and arbitration provisions to safeguard the rights of employees
- health and safety protections
- job security provisions to prohibit the contracting out of our jobs and protections in case our hospital is sold
- provisions that would limit the cancelling and flexing of staff



*"I have been working at this hospital for 37 years. We're not asking Tenet to reinvent the wheel. We just want them to treat us with dignity and respect like everyone else."*

- Jim Wright, Radiology

**In response, hospital management put forward proposals that would:**

- limit our rights as union members
- offer no employment protections if management wants to subcontract our work or if our hospital was sold

Management's proposals show that Tenet does not respect our role as caregivers and fails to recognize our contributions to the community we serve. Remember, the proposals we have made at the bargaining table have already been agreed to by Tenet at many of its other hospitals. We are simply asking to be treated fairly and equitably.

You can support our NUHW bargaining committee by participating in activities that demonstrate to hospital management that we want a fair contract that treats every NUHW member with dignity and respect. Stay tuned for further details and bargaining updates.

In Unity,

NUHW Bargaining Committee



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