



"I worked at Tenet Los Alamitos Medical Center, where the CNAs make much more money and have a free health insurance option for themselves and their families. I left Los Alamitos to work closer to home. I thought since Fountain Valley is also Tenet, we would have the same benefits, but we make much less here."

— Alma Senft, CNA

WHY IS TENET TARGETING US?

Tenet offers superior benefits to its *other* employees.

Why is Tenet denying us the same standards?

"My friend just got a job at Los Alamitos with the same experience that I have, we are both Special Procedure Techs," said Nhu Nguyen. "He makes \$10 an hour more than me. Same job, same company."

WHY ARE OUR BENEFITS INFERIOR?



NO GUARANTEED ANNUAL RAISES

Almost all Tenet workers, including RNs at Fountain Valley, have wage scales, meaning they receive guaranteed wage increases every single year. **We have no guarantees.**



INFERIOR SHIFT DIFFERENTIALS

We work side by side with RNs at Fountain Valley who get a **dollar more** than us for an evening shift. And they earn more than **double** what we earn for a night shift!



FROZEN CALL – BACK PAY

For as many as 15 years, we have received **no increase** in call-back pay!



NO PROTECTION FROM SUBCONTRACTING

All other Tenet hospitals protect union jobs by banning subcontracting. But **we don't have the same protection.**

UPCOMING BARGAINING SESSION

Tuesday, February 21 • 9 a.m. – 5 p.m.

Federal Mediation and Conciliation Service

222 S. Harbor Blvd. Suite 525, Anaheim • All members welcome!

For more information, please contact NUHW Organizer Alexandria Flores at (209) 262-7778 or aflores@nuhw.org.



NATIONAL UNION OF HEALTHCARE WORKERS

 NUHW.org

 [healthcareworkers](https://www.facebook.com/healthcareworkers)

 [NUHW](https://twitter.com/NUHW)

 [healthcareworkers](https://www.youtube.com/healthcareworkers)