

**Vote YES**  
**March 16**  
6:30 a.m. – 8:30 p.m.  
hospital cafeteria

# OUR BARGAINING TEAM RECOMMENDS A YES VOTE

Our bargaining team has called for an informational picket vote and strongly recommends a YES vote.

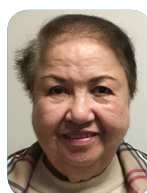
Voting YES on March 16 means we're fighting back. For years, we've been mistreated.

We must show management that we will no longer tolerate their targeting us.



Voting YES will show Tenet that we are not going to just stand by and be mistreated. We're worth the same as employees at other Tenet hospitals.

*Randy Washington*  
Pharmacy Tech, 3 years at Fountain Valley



We need to vote YES to demand fairness. Tenet can no longer ignore us if we act together.

*Rosario Castillo*  
Laboratory Tech, 31 years at Fountain Valley

## FACT #1: TENET DENIES US JOB PROTECTION

If Tenet sells a hospital, they require the new owner to honor existing union contracts and re-hire all their unionized workforce, including RNs at Fountain Valley. But Tenet has refused to protect our jobs.

## FACT #2: TENET EXPLOITS PER-DIEM AND PART-TIME WORKERS

In the last two years, Tenet has doubled the number of per-diem workers who work full-time hours without benefits. Some part-time employees, working full-time hours as well, pay nearly twice the cost of health insurance as their full-time counterparts.

## FACT #3: TENET PAYS US UNFAIR WAGES WITH NO GUARANTEED ANNUAL RAISES

Many of us earn far less than our counterparts at other Tenet hospitals. Because we don't have a union contract, Tenet has been getting away with giving us arbitrary wage increases over the years. And for some of us, no increases at all.

## FACT #4: TENET OFFERS US INFERIOR AND COSTLY HEALTH BENEFITS

Tenet offers much better and more health insurance options to RNs at Fountain Valley than they do us. And Tenet even provides free family healthcare coverage to their other employees in California. Why is Tenet shortchanging us?

## FACT #5: TENET OFFERS NO PROTECTION FROM SUBCONTRACTING

All other Tenet hospitals protect union jobs by banning subcontracting. But Tenet won't extend the same commitment to us. Our jobs should not go to the lowest bidder.

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

