

PROVIDENCE TARZANA MEDICAL CENTER

STAND WITH RAFIK

On April 25, 2019, NUHW Steward and Biomed Technician Rafik Mesropyan was terminated by Providence Tarzana Human Resources Manager Jacinta Broome and Radiology Director Michael Puttkamer without just cause, and without any type of written warning on his disciplinary record. Not only is this a violation of our contract, but it is also illegal under the National Labor Relations Act to retaliate against an employee for their union activity.

Hospital management has taken the unprecedented step of firing a union steward without providing a single piece of evidence of wrongdoing. This blatant attack on our worksite leader is a willful act of aggression against our union and is counterproductive to what we had hoped would be a more collaborative relationship with management.

We demand that Providence Tarzana Management reinstate Rafik immediately and abide by the law and our contract to go through the proper process of a fair investigation and just cause. We will do everything in our power to ensure that no one is treated unjustly for standing up for their rights. And despite PTMC management's apparent disregard for its own mission, we are committed to holding them accountable to the ministry's stated values of Justice and Integrity.

If you have any questions about this situation contact your department steward or NUHW Representative Carolyn Gomez at (626) 261-3569.

"During my two years of employment at Providence Tarzana, the Biomed Department had unreliable inventory lists, shortage of staffing, and no system to log equipment that went out for service in the department and at the shipping and receiving center.



I did my job as I always do, but because of the disorganization, a piece of equipment was lost, and management blamed me instead of fixing the problem — leaving patient care at risk. I will not stop until I am reinstated and these problems are fixed, rather than pretending they do not exist."

- Rafik Mesropyan



**I STAND
WITH**



RAFIK