Our Union represents 600 members at FVRMC, nearly 80% of whom completed the bargaining survey. Our Shop Stewards have reviewed the results of the survey. This report provides information on what you said about raising standards for our profession.

WE DON’T EARN ENOUGH!

A WHOPPING
84%
of those surveyed said their wages are TOO LOW for the work, experience, and responsibilities they have!

Guess whose compensation package is more than $14 million a year? TENET CEO RONALD RITTENMEYER!

While the average hourly rate at FVRMC is $22 per hour, CEO Ronald Rittenmyer earns an astounding $7,278 per hour.* That doesn’t even include bonuses and other perks!

<table>
<thead>
<tr>
<th>2018 Annual Salary</th>
<th>$1,513,846</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonus</td>
<td>$2,625,000</td>
</tr>
<tr>
<td>Stock awards</td>
<td>$8,716,460</td>
</tr>
<tr>
<td>Incentive plan</td>
<td>$1,799,460</td>
</tr>
<tr>
<td>“Other compensation”</td>
<td>$328,739</td>
</tr>
<tr>
<td><strong>TOTAL:</strong></td>
<td><strong>$14,984,021</strong></td>
</tr>
</tbody>
</table>

* Annual salary of $1,513,846 divided by 2,080 hours per year (40 hours per week)
WE WILL FIGHT TO WIN!

Members are committed to taking action to improve working conditions!

55% said they would fight to **increase staffing**

57% said they would fight to **improve PTO**

59% said they would fight to **improve differentials**

67% said they would fight to **reduce healthcare costs**

67% said they would fight for **restrictions on flexing**

84% said they would fight for **per diems to be converted to full-time**

84% said they would fight to **increase wages**

SHOP STEWARDS HAVE BEEN WORKING ALL YEAR ON OUR CAMPAIGN TO RAISE STANDARDS

Next steps in our campaign to raise standards:

1. **Elect Your Bargaining Team!** If your department doesn’t have a bargaining team member, talk to your co-workers about who you want to represent you.

2. **VOTE on the Bargaining Platform:** In May and June nearly 80% of the members completed the NUHW Bargaining Survey: we have provided three reports with the information on what our members said. Out of this, will come a “PLATFORM” on what members are willing to fight to win: all members have to vote on this “platform”

3. Once bargaining begins: every department has to have a bargaining team member, but also members attending. It’s your job and your contract!
SERIOUSLY, WE DON’T EARN ENOUGH!

Were you hired before April 1, 2017? For many classifications, a significant number of us are still below the wage scale. Here’s the percentage of staff below the scale:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Below Wage Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imaging aides</td>
<td>50%</td>
</tr>
<tr>
<td>Lab Aides</td>
<td>50%</td>
</tr>
<tr>
<td>Central Service Techs</td>
<td>100%</td>
</tr>
<tr>
<td>Ultrasound Techs</td>
<td>80%</td>
</tr>
<tr>
<td>Lab Aides</td>
<td>50%</td>
</tr>
<tr>
<td>PBX Operators</td>
<td>75%</td>
</tr>
<tr>
<td>Nuclear Medicine Techs</td>
<td>67%</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>48%</td>
</tr>
<tr>
<td>Cardio Dual Mod Techs</td>
<td>80%</td>
</tr>
<tr>
<td>Pharmacy Techs</td>
<td>57%</td>
</tr>
<tr>
<td>Radiology Techs</td>
<td>60%</td>
</tr>
<tr>
<td>Inventory Clerks</td>
<td>50%</td>
</tr>
<tr>
<td>Anesthesia Techs</td>
<td>67%</td>
</tr>
<tr>
<td>Special Procedure Techs</td>
<td>63%</td>
</tr>
</tbody>
</table>

WE NEED TO GET AHEAD!

Living in Orange County is expensive! Housing costs currently are 356% HIGHER than the nation’s average. A family of four (two parents, two kids) living in Orange County needs to earn at least $103,174 a year to secure a modest standard of living. And the cost of living increased 3.8% between 2017 and 2018. Than means a 3.8% pay increase is required just to MAINTAIN current standards of living.

To RAISE standards, we need to achieve more.

Sources: 2018 Orange County Community Indicators Report, Economic Policy Institute, Consumer Price Index.

OUR MEMBERS SPEAK OUT!

“CNAs are overworked, too many patients and responsibilities. This causes patient safety issues and doesn’t allow us to meet their basic needs. Managers have no idea what CNAs actually do each day.”

Unit Secretary/CNA

“Doctors and PAs constantly order exams in the ER. We have only one Ultrasound Tech at night, sometimes my hand and arm gets really swollen from scanning too much. I think they should have two techs at night.”

Ultrasound Tech

“We’re extremely short staffed I am unable to provide good care for patients. Patient’s safety is at risk every shift. We currently have many combative psych patients and we’re at risk of getting hurt. One patient already hurt many of our staff.”

Certified Nurse Assistant

“If the hospital is full we are given between 30-40 patients to draw. Some come in at 0400 or 0500 and are expected to have all this done by 0700 so they are able to discharge the bed and refill. NOT GOOD!”

Phlebotomist

“My biggest concern is flexing and benefits. Premiums continue to rise and yet coverage gets worse.”

EKG Tech

“We just want what is fair for all of us. We come to work every day and get overworked. We just want to get fair pay and keep providing excellent patient care.”

OR Surgical Tech

“We need our pay rate adjusted by years of experience, and we need more staff for our department especially on the night shift.”

Phlebotomist

“We need to get a head!”

Sources: 2018 Orange County Community Indicators Report, Economic Policy Institute, Consumer Price Index.
September 17, 2019

Dear Mr. McFarland, CEO
Fountain Valley Regional Hospital & Medical Center

We are writing to you because on August 13th we submitted bargaining dates to begin preparing for our new contract. We did not receive a response from management and contacted management again on August 27th. At that time, management said they could not provide exact dates because they didn’t know who was going to bargain our contract.

We are reaching out to you because we want you to understand how important it is to us that we have a completed contract no later than May 4th, 2020, when our current contract expires.

As we told management on August 13th, we want to establish a bargaining schedule as soon as possible to avoid obstacles in achieving a contract. We do not want management's inability to deal with basic logistics to interfere with an honest, diligent and aggressive effort to reach an agreement prior to expiration of our contract.

We hope that you will take leadership because time is of the essence to ensure that this process moves forward now and that there are not unnecessary delays.

On behalf of our nearly 600 NUHW members at FVRMC, we look forward to a productive bargaining process that is grounded in achieving advances for our patients, our profession and our families.

Sincerely,

Dave Seboldt-Plant Maintenance  Gilbert Alvarado-Cath Lab
Greg Hester-Respiratory Therapy  Iveth Hernandez-Pharmacy
Justin Evans-Warehouse  Monique Tu-Ultrasound
Binh Phan-Physical Therapy  Catherine Ewing-L&D
Connie Dobbins-OR  Constance Montesano-Laboratory
Dulce Sandoval-Central Supply  Irene Fodor-Surgery
Josh Jesus-Radiology  Keisha Allen-ET3-Telemetry
Mailinh Nguyen-Float Pool  Michelle Riggin-M3
Randy Washington-Pharmacy  Miloslav Vicek-Laboratory
Ron Rosano-OR  Salvador Ordaz-Central Supply
Shawna Miller-CT-Scanner  Susan Nieblas-Communications
Jazzmin Rios-Medical Acute  Yadira Leyva-Obstetrics Acute
April Hughes-Cardiology  Arlene Brion-Respiratory Therapy
Darlene Tran-Pharmacy  Christina Rodriguez-Respiratory Therapy
Eveline Vieyra-Telemetry  Gene Rodriguez-Respiratory Therapy
Hanna Lee-Pharmacy  Jessica Arroyo-Telemetry
Jorge Sermeno-Cardiology  Magdalena Antal-Laboratory
Michael Hsu-Cath Lab  Jody Ponkilla-M4
Raquel Michele-Surgery  Son Pham-Ultrasound
Oliver Morales-Radiology  Carrie Guzman-Progressive Telemetry
Dan Keu-Radiology  Dawn Glinz-OR

WE WON’T TOLERATE MANAGEMENT’S DELAYS

Management is already trying to delay bargaining. Here’s the letter we recently delivered to FVRMC CEO Kenneth McFarland.