



NUHW SURVEY RESULTS

REPORT #3

RAISING STANDARDS FOR OUR PROFESSION

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!



2018 Annual Salary	\$1,513,846
Bonus	\$2,625,000
Stock awards	\$8,716,460
Incentive plan	\$1,799,460
"Other compensation"	\$328,739
TOTAL:	\$14,984,021

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!



* 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



Michelle Riggins, CNA; Ron Rosano, OR; Dave Seboldt, Engineering; Justin Evans, Warehouse; Mailinh Nguyen, Float Pool; Jessica Arroyo, CNA; Monique Tu, Ultrasound; Dawn Glinz, OR Tech

NEXT STEPS IN OUR CAMPAIGN TO RAISE STANDARDS

Every member has to be informed and every member has to participate. Here are the next steps:

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:

Imaging aides	50%	Shipping/Receiving	50%	Central Service Techs	100%	Ultrasound Techs	80%
Lab Aides	50%	PBX Operators	75%	Nuclear Medicine Techs	67%	Respiratory Therapists	48%
Cardio Dual Mod Techs	80%	Phlebotomists	40%	Pharmacy Techs	57%	Radiology Techs	60%
Inventory Clerks	50%	Anesthesia Techs	67%	Special Procedure Techs	63%		

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. That 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!

<p>"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."</p> <p>Unit Secretary/CNA</p>	<p>"The matching for the 401k is held for over a year and then deposited into your account. Why is it not deposited into our account every pay period? If you leave the company before 12/31 then you don't get your match."</p> <p>Anesthesia Tech</p>	<p>"Management needs to fire the staffing bosses. Been raising issues for years and they don't care about anything but their paycheck. Making sitters sit for 12 hours without as much as a bathroom break is inhumane."</p> <p>Float Pool CNA</p>	<p>"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."</p> <p>Certified Nurse Assistant</p>
<p>"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!"</p> <p>Phlebotomist</p>	<p>"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."</p> <p>Ultrasound Tech</p>	<p>"My department is severely understaffed. Many of us work a lot of overtime and/or go without lunch and breaks. There is barely enough people to cover the schedule."</p> <p>PBX Operator</p>	<p>"The administrators need to listen to the staff contributions to make the environment better. I would like to recommend that they look at the cleanliness and organization in the pharmacy."</p> <p>Pharmacy Tech</p>
<p>"I started here in FVRMC in 2014 and I can count how many times I took my last 15 minute break due to workload."</p> <p>Certified Nurse Assistant</p>	<p>"My biggest concern is flexing and benefits. Premiums continue to rise and yet coverage gets worse."</p> <p>EKG Tech</p>	<p>"Wage gap needs to be closed. Many people are on the lower scale than those they are training."</p> <p>Pharmacy Tech</p>	<p>"Medical insurance at Los Alamitos Hospital is free. Los Alamitos is a Tenet facility. Why are we treated second class?"</p> <p>Monitor Tech</p>
<p>"We need our pay rate adjusted by years of experience, and we need more staff for our department especially on the night shift."</p> <p>Phlebotomist</p>	<p>"Physical therapy assistants are AA Degrees and are at the bottom of the pay scale compared to other departments. This needs to be fixed."</p> <p>Physical Therapy Assistant</p>	<p>"Patient transportation has been a chronic issue here for the last few years. It's bad. Sometimes very bad. I wanted to leave here just because of that issue."</p> <p>Nuclear Med Tech</p>	<p>"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."</p> <p>OR Surgical Tech</p>

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.



September 17, 2019

HAND DELIVERED

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
Greg Hester-Respiratory Therapy
Justin Evans-Warehouse
Binh Phan-Physical Therapy
Connie Dobbins-OR
Dulce Sandoval-Central Supply
Josh Jesus-Radiology
Mailinh Nguyen-Float Pool
Randy Washington-Pharmacy
Ron Rosano-OR
Shawna Miller-CT-Scanner
Jazzmin Rios-Medical Acute
April Hughes-Cardiology
Darlene Tran-Pharmacy
Eveline Vieyra-Telemetry
Hanna Lee-Pharmacy
Jorge Sermenio-Cardiology
Michael Hsu-Cath Lab
Rafael Michele-Surgery
Oliver Morales-Radiology
Dan Keu-Radiology

Gilbert Alvarado-Cath Lab
Iveth Hernandez-Pharmacy
Monique Tu-Ultrasound
Catherine Ewing-L&D
Constance Montesano-Laboratory
Irene Fodor-Surgery
Keisha Allen-ET3-Telemetry
Michelle Riggin-M3
Miloslav Vicek-Laboratory
Salvador Ordaz-Central Supply
Susan Nieblas-Communications
Yadira Leyva-Obstetrics Acute
Arlene Brion-Respiratory Therapy
Christina Rodriguez-Respiratory Therapy
Gene Rodriguez-Respiratory Therapy
Jessica Arroyo-Telemetry
Magdalena Antal-Laboratory
Jody Ponkilla-M4
Son Pham-Ultrasound
Carrie Guzman-Progressive Telemetry
Dawn Glinz-OR