

# NUHW RAISING STANDARDS

## BARGAINING KICKS OFF! LET'S DO THIS!

We spent three days — nearly 24 hours — in bargaining.

Our Bargaining Committee presented 11 proposals to management, management gave responses (counter proposals) on six of them and we agreed on two issues. Here's a summary of what we discussed:

- **ADVANCING OUR CAREERS**

**Full-time Benefits for Full-time Work:** We proposed that per diem employees who work full-time or part-time hours have a guaranteed process to transition to full-time (or part-time) position if they wish. In many departments, managers hire per diems but work them full-time hours without PTO or access to healthcare. This is simply wrong.

**We proposed eliminating the ban on transferring or promoting to a new position.** In our current contract, if an employee has any discipline *greater than verbal warning in the last 12 months*, they can't get a new position until the 12 months have passed. We believe that the written warning is "punishment" enough and should not prevent advancing into a better position.

**Posting open jobs in the department where the job opening exists:** Over the last three years, many employees missed job opportunities because their managers never notified them that a better job or shift was available in their department. We proposed that new jobs should be posted in the department where they are available.

**FACT FVRMC is not replacing its full-time workforce:** In the last eight months, 144 jobs were posted to recruit new hires outside of the facility. Of those, 63% were posted as per diem positions, and only 38% as full-time positions.

- **A SAFE AND HEALTHY WORK ENVIRONMENT**



**Health and Safety FIRST! We presented a comprehensive proposal** that included increased security for escorts at night between the East Tower and main hospital, increased safety measures in the employee parking lot, a guarantee that management will communicate about hazards at the start of a shift, and the establishment of a Union/Management Health and Safety Committee that will meet on an ongoing basis to address safety and health concerns.

**Bargaining  
Bulletin  
#1  
January 7-9**



### **NEXT BARGAINING SESSIONS**

February 4, 5, 11, 12, 13  
9 A.M. to 5 P.M.

Courtyard by Marriott  
9950 Slater Avenue  
Fountain Valley

### **OUR BARGAINING PLATFORM**

- Taking care of our patients
- Achieving economic justice for our families
- Advancing our careers
- Demanding respectful and fair work practices
- Ensuring a safe and healthy work environment

### **FOR MORE INFO**

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# BARGAINING BULLETIN #1

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## ● TAKING CARE OF OUR PATIENTS

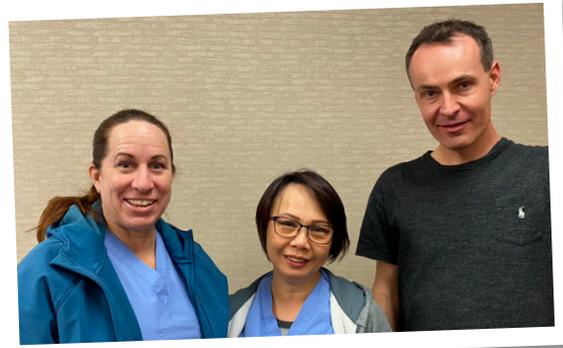
**Expanding our Patient Care Committee** from three members to eight, and holding meetings every month. Each day at work we face obstacles in providing the best possible care. This committee is vital to addressing inadequate staffing and workload issues, as well as addressing processes and procedures that could ensure our ability to provide high quality care.

**FACT** According to a recent survey by the U.S. Centers for Medicare and Medicaid Services, patients who reported they would recommend FVRMC was 14% below the national average.

## ● RESPECTFUL AND FAIR WORK PRACTICES

**We proposed a ban on subcontracting our work** to an outside company. Our members should have guaranteed job security for the duration of the new contract.

**Know what's going on!** We proposed that Union notices and information should be allowed to be posted in breakrooms and work areas that may not have a break room so that all members are kept informed about issues affecting their jobs. We also proposed access to conference rooms to hold meeting for members to get more information.



## IN OUR OWN WORDS ...

“Because of the language in our Union contract, I had the opportunity to obtain a new position at FVRMC.”

*Dawn Glinz  
Anesthesia Tech, FT  
8 years at FVRMC*

“Having a Union provided me with a process to be able to secure a full time position, which I had been denied for four years.”

*Gene Rodriguez  
RCP FT  
11 years at FVRMC*

“I feel like I have a voice since we formed a Union.”

*Jasmine Nguyen,  
Pharmacy Tech, FT  
7 years at FVRMC*

