

NUHW RAISING STANDARDS

Over the past two days, we exchanged 5 proposals and reached agreement on one. Check out this update!

Article 4 and Article 10: Seniority/Lay offs/Discipline

We had extensive discussion and exchanged several proposals; we are working on expanding rights in the event of a layoff and limiting the timeframe for discipline to remain in your file.

Article 7: Harassment

We strengthened our contract by adding language committing to an environment free of intimidation and/or retaliation.

Article 8: Patient Care Committee

We proposed an expanded committee and strengthening our voice on issues related to patient care, we haven't received a response yet.

DON'T WE DESERVE THE SAME RIGHTS?

There are many issues we are fighting to win, but here are a couple examples of issues where management has already agreed to provide to our co-workers, but hasn't agreed to give it us:

Per Diems working full-time hours: management refuses to convert to full-time positions if the Per Diem requests the conversion. **At all other Tenet hospitals, they have agreed to convert the positions after three months of full-time work.**



Preventing us from new positions: management doesn't want to allow transfers to other positions if we have a written warning in the last 12 months. **But the RNs are not under this provision, and neither are our co-workers at any other Tenet hospitals.**

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**Bargaining
Bulletin
#3
February 4-5**



NEXT BARGAINING SESSIONS

February 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 #3

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TAKING OUR MESSAGE TO THE STREETS!

Over the past few days we held meetings with several elected representatives including:

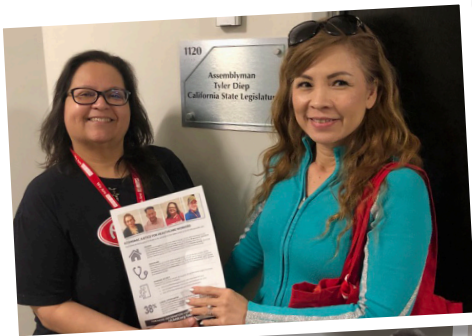
**CONGRESSMAN HARLEY
ROUDA**

**STATE ASSEMBLY MEMBER
TYLER DIEP**

STATE SENATOR TOM UMBERG

**FOUNTAIN VALLEY
CITY COUNCIL MEMBERS**

**ORANGE COUNTY
FEDERATION OF LABOR**



"At these meetings we shared our stories of the work we do to take care of our patients. We told them that when your loved one is sick, you want the best care for them, and that's why we are fighting so hard to make improvements in staffing and practices that will make patient care better. We were hopeful especially when they committed to stand with us and support our campaign to raise standards at Fountain Valley."

"We told them that when you go into our hospital, you will not see the CEO. You will see us, and all the different jobs we do to take care of the patients. We do the dirty work, and the corporation gets all the gold."

PHOTOS, CLOCKWISE FROM TOP LEFT: Christina Rodriguez and Monique Tu at Assemblymember Tyler Diep's office; Justin Evans and Carrie Guzman speaking to dozens of Union members in Orange County; Monique Tu, Jorge Sermeno, and Christina Rodriguez at Congressman Harley Rouda's office; Dave Seboldt speaking to the Fountain Valley City Council.