

INVEST IN PATIENT CARE, STAFF AND OUR COMMUNITY

Our Bargaining Platform outlines our overarching bargaining goals:

- Having the tools, support and resources to work at our highest levels
- Being respected for our experience, dedication, and commitment
- Improving the standards at our hospital to attract and retain staff
- Ensuring that quality patient care is Tenet's Priority #1

HUNGRY FOR CHANGE?

Shocking data provided by management shows an alarming number of missed meals (31,187 in 2021), validating our concerns about Tenet's failure to staff units appropriately for meal/break relief.

INVEST IN US

TENET HEALTHCARE NEEDS TO INVEST
IN PATIENT CARE, STAFF, AND OUR COMMUNITY

31,187+
MISSED MEALS

DID YOU KNOW? On average, we miss 36 meals a year, but that's not the whole story. In 3 East, 4 East, Telemetry, DOU, and ICU, RNs missed up to 125 meals a year, on average. The Bargaining Team believes there are even more missed meals than management reported because staff often fail to report missed meals due to workload.

ATTEND BARGAINING

Our next bargaining sessions are in person at the Sonesta Hotel, 9950 Slater Road in Fountain Valley:

June 21, 22, 23

July 26, 27, 28

August 23, 24, 25

9 A.M. to 6 P.M.



"We don't have a break nurse so we are missing our breaks and meals. Half the time we do take meals, we get interrupted because we are so short staffed. The House Sup pushes admits to the floor and if staff is not available, and the Charge Nurse has to take patients, which takes away support and assistance to staff."

BOBBIE SALAZAR
RN Surgical/Ortho



Bargaining Team gives management 15 proposals at first session

At our June 8 bargaining session, Maggie Desierto (Surgical/Ortho) and Julie Hayward (OB) presented our recent survey highlights.

We proposed 15 articles, including:

- Rights of staff to representation
- COVID protections
- Grievance process
- Health and Safety protections
- Seniority

Our NUHW Bargaining Team proposed to management:

- The staffing matrix for each unit includes a break relief nurse
- When a staff person leaves the hospital, the position is posted within 14 days, no more delays in filling positions
- No floating/call offs/flexing shall occur if it means the home unit is left without a break relief nurse or charge nurse is required to accept patient assignment



“Four to five times a week, our unit doesn’t have a Charge Nurse to break us for lunch. We work 12-hour shifts, so it’s important for us to rest and disconnect for 30 minutes so we have the energy and focus to be fully present for our patients. If I knew we had a Charge Nurse who wasn’t taking patients, I would be much more calm and confident knowing that our Charge Nurse is available to help solve problems that come up and ensure the unit runs smoothly.”

**LAURA ELICKER
RN, 3 East**

NUHW BARGAINING TEAM

Questions about our proposals or negotiations? Ask your bargaining team member!

CATH LAB HOLDING

Priti Gandhi

DOU

Juan Carlos Bautista
Rawnaq Farhana
Anh Nguyen
Lacey Vasquez
John Wu

ER

Frank Juan
Erika Moreno
Banessa Romo

ENDOSCOPY (G.I.)

Vickie Ketter

ICU/CCU

Norma Gatica
Anne Gelvezon
Juliann Kolbe
Anh Thu Pham
Thuy Tran

IN-HOUSE TRANSPORT

Sue Tan

INTERVENTIONAL RADIOLOGY (IR)

Ronald David

LABOR & DELIVERY

Lori Stricklin

LABORATORY

Asmita Bhakta
Cindy Chau
Kristi Nguyen
Phuong Nguyen
Ann Pham
Tammi Tran

2 EAST

Makenna Musson
Kevin Pham
Johana Rivera
Kimmie Nip

3 EAST

Mida Apodaca
Ibrahima Diallo
Laura Ellicker
Patricia Osuna Guerena
Kelly Wennenkamp

4 EAST

Olivia Judish
Natalya Rigot
Fran Verna
Audrey Vu

NICU

Lisette Pedroncelli
Martie Tapley
Mary Strachan

OB

Nila Dempsey
Julie Hayward
Sharon Johnson
Lynn Navarra
Tori Tran
Arlene Wofford

OT

Errol Canivel

PACU

Dianne Adams
Sue Tomol

PEDIATRIC ACUTE

Nanci Stadnick

PICU

Claudine Miranda

PHARMACY

Kathy Cimato
Jere Justice
Kent Nguyen
Lucy Nguyen
Theresa Phung
Kittiya Sanglimsuwan
Ly-Na Whitcomb

PT

Junior Cachero
Christopher Warren

SAME DAY SERVICES

Sylvia Garcia

SOCIAL SERVICES

Jewell Justiniani-Allen
Cynthia Talmich

SURGERY (OR)

CG Carithers
Lizabeth Church
Kim Clowes
Nora Nichols

SURGICAL / ORTHO

Maggie Desierto
Brandon Jewell
Joanna Stonfer
Maricela Zarate

TELEMETRY (MAIN)

Jennifer Carter
Jennifer Czinder

UTILIZATION REVIEW

(CASE MANAGEMENT)
Holly Cook

WOUND CARE

Michelle Smith