

STRIKE VOTE BEGINS THURSDAY JULY 15!

STRIKE
AUTHORIZATION

VOTE
YES!

Why are we voting to authorize a 3-day strike?

We have been working since October 2020 to win a fair contract that raises wages, provides affordable healthcare, and improves staffing and working conditions.

We have 2 choices:

Compass' Proposal: Under the company's wage proposal we will not see any difference on our paycheck or in our lives. **The proposals from Compass will keep our wages low— 2 percent won't pay the rent.**

Our Proposal: We need to be placed on a wage scale (based on years of seniority) that reflect the cost of living in the area and the value that we add to Tenet hospitals. As healthcare workers, we deserve to be treated the same as our coworkers at Tenet, with fair pay and decent benefits. **During the pandemic we risked our lives but did not receive hazard pay, nor did we get any extra paid time-off.**

TWO CHOICES

WAGES

MANAGEMENT PROPOSAL

UNION PROPOSAL

*Under management's proposal,
no one will be on scale.*

*Under the union's proposal, everyone
will be on scale based on seniority.*

2021 wage increase

2%

\$18.20 - 28.20

2022 wage increase

2%

\$19.50 - 30.10

2023 wage increase

2%

\$21.21 - 31.01

HEALTH CARE

MANAGEMENT PROPOSAL

UNION PROPOSAL

No changes to existing plan

A free family health plan

BARGAINING CONTINUES

Join us for two more bargaining sessions:

Wednesday, July 14 and Thursday, July 15 @ 9:30 A.M.

ZOOM: us02web.zoom.us/j/87530844827

PHONE: 669-900-9128 (87530844827#)

See back 

3 DAYS FOR 3 YEARS: HERE'S WHAT YOU NEED TO KNOW ABOUT THE STRIKE AT OUR HOSPITALS

What is a strike: Not showing up to work, forces FVRMC to operate without us. It will drive home the point that this hospital runs because of us. A strike is our strongest demonstration that we demand respect for our hard work and the sacrifices we made during the pandemic.

What does VOTING YES mean? Voting Yes means that you authorize the NUHW Bargaining Team to call for a three-day strike if management fails to address our issues.

When will the strike be? No date is set. The NUHW Bargaining Team will decide when to strike based on the progress or lack of progress in bargaining.

Do I have to "call off" when I go on strike? NO. In the healthcare industry, Unions are required to provide 10 days advance notice of the strike. *NUHW will send the official legal notice that states the time and date the strike begins and the time and date the strike ends.* That notice informs the hospital that all NUHW members who work at FVRMC will be on strike for specific days. You do not need to advise anyone in management at all. *The union's notification is the legal required notification.*

If I'm at work, when the strike begins what do I do? You clock out and walk out.

If I'm in "on call" status during the strike, what do I do? You will not be scheduled for "on call" status because ten days in advance of the strike, management will be notified that you are on strike. Management will be told when the strike starts and when the strike ends. Management needs to make other arrangements because staff will not be available to work.

Will I be disciplined or replaced? NO. When we strike we will be engaging in an unfair labor practice strike. An employer cannot take any action, including retaliation, replacing or any other action against workers who strike. Workers in our country have a right to strike. Teachers, airline pilots, healthcare workers at UC Irvine and Kaiser, and even Tenet RNs at Los Alamitos have all held strikes. You are not the first, and nor will you be the last!

Who will be on strike with us? All of EVS and Dietary NUHW members will strike at the same time.

How many hours will we picket? Each member will sign up for daily picket shifts.

Can I use PTO? NO. You cannot request PTO for the days we are on strike. If you already have an approved PTO scheduled for those days, it will continue.

What if I have vacation already scheduled? If that vacation was approved prior to the strike notification: vacation continues as is and you can utilize PTO.

Is there any interruption to medical benefits during the strike? NO. No change at all, benefits continue.

If I'm on probation can I strike? YES. You have the same exact same rights and protections that all other staff have.

Does being out on strike affect attendance record? NO. Strike participation has no impact at all.

Will we be getting community support and media coverage during the strike? YES. We expect to continue to have huge community and political support and media coverage as we've had over the past year.

DON'T DO ANY OF THIS!

Do not train ANYONE to do your job: You are not required or paid to train or orient anyone to do your work while you are on strike. Management can do that, but you are not to do that.

Do not go to work during the strike – no matter what: If you cross the picket line, you are showing management that you are A-OK with their proposal. Management keeps a list and tracks who works during a strike. This information is then provided to the management bargaining team so they know which individuals, specific classifications, or groups of workers are fine with 2%. This will be used against us at bargaining.

You do NOT have to tell management if you will be on strike: The union provides the legal notice. It is illegal for anyone in management to ask you if you will go on strike. Your statement to management should be: "*My union submitted notice.*" Document anyone in management who asks you about the strike and report it to your organizer.

Do not call in sick during the strike: You are on strike.

During the strike: Do not answer your phone or respond to text messages from management: You have no obligation whatsoever to respond to the hospital or be in communication with the hospital when you are on strike (actually, this is also true for when you are just off the clock!)