



NUHW Bargaining Team statement to management:

“THE HOSPITAL IS NO LONGER SAFE FOR PATIENTS OR NURSES.”

Bargaining Team members powerfully presented how Tenet’s lack of investment has impacted our hospital and community.

“First, the pay is not competitive to other hospitals in the area. Second, there aren’t consistent educators present hospital-wide to help guide the new grads. Lastly, there’s little to no support from the top down. For example, charge nurses are constantly given patients, there are rarely break/resource nurses. A hospital cannot be expected to run from the bottom up. All of this does absolutely nothing to help patients who are admitted. Trust in our community will continue to erode if tangible investments in our hospital do not take place.”

EUGENE TRUONG, ICU RN statement to Management Bargaining Team on 8/24/22



Management Fails

- to respond to our economic proposal
- to address recruitment issues
- to make commitment to abide by Title 22

***Bargaining Team to meet and plan next steps.



BARGAINING UPDATE

What we've won:

- Significant COVID protections
- **Seniority:** greater protections on layoffs
- **Performance Improvement/Discipline:** management wanted to allow disciplines to stay in files for 18 months instead of 12; we successfully fought this, so disciplines only stay in file for 12 months.

We continue to negotiate:

- Education Benefits: include reimbursement for CEUs

Management proposes takeaways:

- **Leaves of Absence:** management wants to eliminate essentially all LOA language including guarantees to return to work, use of PTO/EIB, elimination of modified duty, and eliminate health benefits when on LOA.
- **Union Representation:** IMPORTANT - Management is intimidated by the power we've built and proposed to SIGNIFICANTLY limit union information provided to members in the hospital, and to **dismantle** the organizational structure that we have built in the last year where we now have representatives in every unit on every shift.

ATTEND

BARGAINING

WHEN:

SEPTEMBER 7

SEPTEMBER 8

SEPTEMBER 9

WHERE: **Sonesta Hotel, 9950 Slater Avenue in Fountain Valley**

WHO: **All RNs and Professionals**

WHAT TIME:

9 a.m. – 6 p.m.

(come anytime between those hours; stay the whole time or just a few hours)



For a quick laugh: management proposed that we agree to the **SAME** "no strike" clause that UNAC agreed to. Our response was this would **NEVER** happen.