

BARGAINING UPDATE

Finished 3 days of bargaining: here's the summary!



Over 100 people from nearly every department attended bargaining!

We reached agreement on 9 different contract sections. Bargaining Team members made three separate presentations to management on staffing.

On the first day of bargaining, Bargaining Team members from PACU/Surg-Ortho/DOU/M2/M4/NICU/Social Services/Labor Delivery and OB presented management with a detailed description of how short staffing is impacting patient care in their units.

On the second day of bargaining, Bargaining Team members from Telemetry, ICU and OR reported to management how the mass exodus of staff is impacting care, including these facts:

- 538 staff left between 1/2020 and 9/2021
- 256 staff left between 9/2021 and 2/2022
- 83 staff left between January and March: only 37 staff have been hired to replace them

On the third day of bargaining, we reviewed with management the California mandated staffing ratios for each unit, how many RNs would be required to be in compliance with the ratios versus how many RNs are actually working on the units. **For the Telemetry Unit to follow California ratios, 84 RNs are required for the unit, we currently have 53.** **For ICU to follow California ratios, 108 RNs are required for the unit, we currently have 72.** **For DOU to follow California ratios, 72 RNs are required for the unit, we currently have 43.** Lacey from DOU said it best to management “With this level of short staffing, you can see why staff are exhausted, patient care is suffering, and management’s daily bonuses are not the solution to our staffing crisis.”

INVEST IN US

Members who attended bargaining reviewed FVRMC wages and economic benefits versus other Tenet Hospitals. **Big Surprise! FVRMC is the lowest paid Tenet hospital in California.** For example, FV RN start rate as of this April is \$40.33. While the start rate at Los Alamitos is 12% higher at \$45.40. On call/standby rate is \$12 for all other Tenet hospitals versus \$7 for FVRMC.

In addition to all this, during bargaining we met with the Mayor of Santa Ana Vicente Sarmiento, the Mayor of Irvine Farrah Khan, and California State Senator Tom Umberg. All three of them came to bargaining and heard our concerns and pledged support for our contract campaign.

Management Continues to Ignore Staffing Concerns

Management has not agreed on our floating proposal or our proposal on job postings.

FLOATING: We proposed that RNs would not float if it meant that the unit would not have a meal break or that the charge RN would be required to take patients. **In 2021 staff missed 31,187 meals, according to management, and you know that many more went unreported. On the second day of bargaining.**

JOB POSTINGS: We also proposed that when full time and part time staff leave the hospital, their position is posted within 14 days at the same status level (ft/pt). **In our survey, 75% of staff said that management does not replace positions with new staff at the same status level.**

We maintained our position and are not agreeing to back off on these issues.

NEXT STEPS

1. BARGAINING TEAM IS MEETING EARLY NEXT WEEK TO DISCUSS OUR ECONOMIC PACKAGE ON WAGES AND BENEFITS
2. EVERYONE SHOULD FILL OUT THE OUT OF RATIOS FORM EACH AND EVERY TIME
3. CLEAR YOUR CALENDAR FOR JULY 26, 27, 28 TO ATTEND BARGAINING!