



July 20, 2022

*Sent via email and certified mail*

Michael Carter, Interim CEO  
Fountain Valley Regional Medical Center  
17100 Euclid Street  
Fountain Valley, CA 92708

Dear Mike,

On behalf of the 800 Registered Nurses and Healthcare Professionals we are reaching out to you regarding the crisis at FVRMC. For the first time in years, our hospital has gone on diversion multiple times due to the lack of available staff.

In recent weeks the California Department of Health has made regular visits due to multiple complaints filed related to violations in the State-mandated ratios and staff shortages. Not only do we not have enough primary care staff--RNs and healthcare professionals, but our units often suffer from insufficient support staff. In some units, there is no one to answer phones or assist with basic patient care needs. This results in adding more tasks when we are already out of ratio, often have no available charge nurse to support us, and can't take meals or breaks.

A day doesn't go by when we don't hear of our experienced co-workers and new staff leaving FVRMC to work at other area hospitals where the conditions supersede those at our own hospital. It is now common knowledge, which has been communicated by our own managers and directors, that it is nearly impossible to get approval to hire staff, due to a laborious multi-step process, resulting in open positions that remain vacant for months.

The revolving door of managers, directors and senior administration have left both physicians and staff lacking confidence in the hospital.

We are exhausted trying to hold up a hospital that feels like it's literally crumbling down.

We have a great sense of urgency to turn this situation around and to make immediate improvements in the working conditions so that we can retain our current staff, begin to attract new staff who will stay and raise the morale and confidence of the workforce.

While all of us who work inside the hospital feel the pressure, management has shown a total lack of urgency to address these issues.

Our Union has made multiple attempts to secure additional bargaining dates so we can increase the frequency of bargaining to ensure that we reach a contract quickly. Attached you will see the history of our efforts to do so.

This month we intend to put a comprehensive proposal on the bargaining table that addresses both the economic and staffing issues that are impacting our ability to care for the community.



# NATIONAL UNION OF HEALTHCARE WORKERS

866-968-NUHW • nuhw.org • info@nuhw.org

After the scheduled July sessions, there are no further sessions scheduled until August 23rd.

**We cannot wait that long. We are proposing that following our July session, we resume around- the-clock negotiations the week of August 8th for the full week to try to reach a settlement.**

We strongly urge you to take this opportunity now to bargain on an aggressive schedule to attempt to resolve this situation. FVRMC is at a crisis point and staff cannot continue to work under these conditions.

Sincerely,

Barbara Lewis, NUHW Chief Spokesperson

Lori Stricklin, Delivery Room

Juan Carlos Bautista, DOU

Farhana Rawnaq, DOU

Anh Nguyen, DOU

Lacey Vasquez, DOU

John Wu, DOU

Francis Joy Juan, Emergency Room

Banessa Romo, Emergency Room

Erika Moreno, Emergency Room

Norma Gatica, ICU

Anne Gelvezon, ICU

Juliann Kolbe, ICU

Anh Thu Pham ICU

Thuy Tran, ICU

Sue Tan, In-house Transport

Priti Gandhi, Lab - Cardiovascular

Ronald David, Lab - IR

Phuong Nguyen, Laboratory - Clinical

Asmita Bhakta, Laboratory

Cindy Chau, Laboratory

Kristi Nguyen, Laboratory

Ann Pham, Laboratory

Kimsour Nip, 2 East

Makenna Musson, 2 East

Kevin Pham, 2 East

Johana Rivera, 2 East

Mida Apodaca, 3 East

Ibrahima Diallo, 3 East

Laura Elicker, 3 East

Patricia Osuna Guerena, 3 East

Kelly Wennenkamp, 3 East

Olivia Judish, 4 East

Natalya Rigot, 4 East

Francesca Verna, 4 East

Audrey Vu, 4 East

Lisette Pedroncelli, NICU

Martie Tapley, NICU

Mary Strachan, NICU

Nila Dempsey, OB

Julie Hayward, OB

Sharon Johnson, OB

Lirio Navarra, OB

Tori Tran, OB

Arlene Wofford, OB

Errol Canivel, Occupational Therapy

Dianne Adams, PACU

Sunita Tomol, PACU

Sylvia Garcia, Same Day Services

Kiet On, Same Day Services

Carole Carithers, OR

Lizabeth Church, OR

Kim Clowes, OR

Nora Nichols, OR

Vickie Ketter, Endoscopy

Karen Escobar, PICU

Claudine Miranda, PICU

Kathy Cimato, Pharmacy

Jere Justice, Pharmacy

Kent Nguyen, Pharmacy

Theresa Phung, Pharmacy

Kittiya Sanglimsuwan, Pharmacy

Ly-Na Whitcomb, Pharmacy

Junior Cachero, Physical Therapy

Christopher Warren, Physical Therapy

Jewell Justiniani-Allen, Social Services

Cynthia Talmich, Social Services

Margaret Desierto, Surgical

Brandon Jewell, Surgical

Joanna Stonfer, Surgical

Maricela Zarate, Surgical

Jennifer Carter, Telemetry

Jennifer Czinder, Telemetry

Susan Golian, Telemetry

Holly Cook, Utilization Review

### **Background and History of Union's Efforts to Avert a Further Crisis at FVRMC**

NUHW RN/PROFESSIONAL BARGAINING TEAM has made multiple efforts to work with the management at FVRMC to secure a new union contract that will stabilize the workforce, rebuild confidence in the hospital management and operations, and ensure a safe environment for patient care.

**The RN/PRO Bargaining Team has made the following efforts to increase the speed and frequency of the bargaining:**

**April 12:** Union proposed 58 separate bargaining dates that our team was available from May through August.

**May 3:** Employer responds by only confirming 9 dates: four dates in June, three dates in July, and three dates in August.

**May 4:** Union makes **second request** for additional dates and proposes 20 available dates from July through August.

**June 3:** Union follows up again on its May 4 request because Employer failed to respond.

**June 28:** Union makes **third request** for additional bargaining dates and proposes 10 dates in July.

**July 13:** Union follows up again on its June 28 request because Employer failed to respond. Union makes **fourth request** for additional dates and proposes 3 dates in July.

**Employer has failed to respond.**