



UNITED WE WIN

RNs/Professionals • Service/Techs • Dietary/EVS • Engineering
1500 of us working together to win improvements for our patients and ourselves.

FEBRUARY 2023

WE ARE IN THIS TOGETHER

PTO policy gives us freedom of choice

During the later part of 2022, all of a sudden in several departments, management began changing the policy on PTO usage by requiring staff to use PTO for any and all leaves (sick, vacation, random days off). This change was not consistent with the long established past practice.

We filed class action grievances for all NUHW members and when management refused to settle the issue, we also filed charges against the hospital at the National Labor Relations Board.

During RN/PRO contract negotiations, we reached agreement with management and the contract provides that it is up to the RNs/Pros if they wish to utilize PTO or not for vacation, sick, holidays, random days off.



Following the RN/PRO settlement, the union and management mutually agreed to settle the grievance and the NLRB charge and implement the same policy hospital wide. Now all NUHW members have the choice of when to use PTO.

The one exception is that PTO must be used for kincare. Kincare is protected leave and under California law you may utilize up to 50 percent of your accrual; therefore that must be tracked and accounted for.

Special shout out to shop stewards Josh Jesus and Jennifer Van Tassell from Radiology and RNs Susan Kim and Catherine Jarama from Cath Lab Holding who worked on the grievances and NLRB charges to push this issue!

NUHW MEMBERS MEET WITH CONGRESSMAN LOU CORREA



NUHW Shop Stewards Mailinh Nguyen, Float Pool CNA; Julie Hayward, RN OB; and Zach Hodgens, Radiology at West Anaheim Medical Center met with Congressman Lou Correa at his office in Santa Ana at his request to hear about the difficulties healthcare workers experience every day at their facilities. They shared their testimony regarding safe staffing issues, the lapse of state-funded COVID leave and worsening health in the patient population. The Congressman committed to meeting with our members again and supporting us in our fight to improve the healthcare system across Orange County and the country.



Members protest schedule cuts in Dietary Department

When the hospital began making cuts to part-time workers' schedules in the Dietary department, which would mean reductions of up to 50 percent in hours for some employees, NUHW shop stewards quickly organized a petition. Within one week, a majority of their coworkers signed. On February 16, Dietary workers organized a delegation and submitted a petition to management demanding they stop understaffing their department and expecting the remaining staff to do the same amount of work with less people. Dietary and EVS are subcontracted out to Morrison Healthcare and Crothall Healthcare, collectively known as Compass.

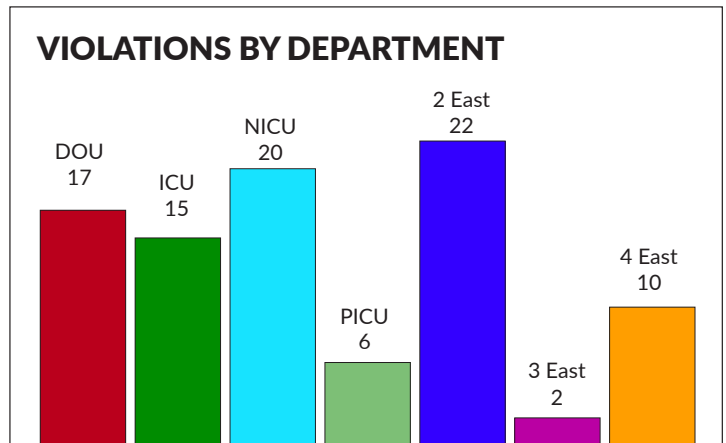
RNs FILE NOTICE OF 92 STAFFING VIOLATIONS!

RNs continue to hold Tenet accountable for safe care. In mid February, another 92 violations were filed with the California State Department of Health for failure to abide by ratios and lack of charge nurses available. All reported violations occurred in the last four months.



It is vital that all Fountain Valley Registered Nurses report when Tenet BREAKS THE LAW by not respecting patient ratios and/or by assigning charge nurses patients!

Scan the QR code to report Title 22 violations.



Next Steps: In both the RN and Service/Tech contract, we have Patient Care Committees that are composed of an equal number of frontline caregivers and management. We will be contacting management to begin the monthly meetings as required in our contracts. Having a union means that you can speak out about patient care issues — we must continue to shine a light on patient care!

NUHW STEWARD LIST

CARDIOLOGY

Jorge Sermeno, Echo Tech

CARDIOVASCULAR LAB

Tino Banez, Rad Tech
 Ronald David, RN
 Priti Gandhi, RN
 Susan Kim, RN
 Ryan Zimmer, RN

COMMUNICATIONS

Irene Martinez, PBX Operator
 Susan Nieblas, PBX Operator

EMERGENCY ROOM

Frank Juan, RN
 Kelly Boeke, RN

ENGINEERING

Michelle Le Bars, Maint. Mech

ENVIRONMENTAL SERVICES

Salvadora Iraheta, Housekeeper
 Tomas Lopez, Housekeeper
 Isidro Sanchez, Lead Housekeeper

FLOAT POOL

MaiLin Nguyen, CNA

FOOD & NUTRITION

Lanelle Anderson, PDA
 Dinora Benavides, Cook
 Nanette Tarrosa, PDA
 Tomas Nava, PDA

ICU

Anne Gelvezon, RN
 Shannon Ferreras, RN
 Sabrina Silveira-Davila, RN

IN-HOUSE TRANSPORT

Greg Cassady, RN

LABORATORY

Maggie Antal, Medical Lab Tech
 Asmita Bhakta, CLS
 Ann Pham, CLS

LABOR & DELIVERY

Cat Ewing, Unit Secretary
 Lori Stricklin, RN
 Angela Vega, RN

2 EAST

Makenna Musson, RN
 Johana Rivera, RN

3 EAST

Mila Pham, Monitor Tech

4 EAST

Olivia Judish, RN
 Jeffrey Nuguid, RN
 Michelle Riggins, CNA

NICU

Lisette Pedroncelli, RN
 Mary Stachan, RN
 Martie Tapley, RN



OB

Carrie Guzman, Unit Secretary
 Julie Hayward, RN

OR

Leslie Evans, Surgical Tech
 Kiet On, RN
 Ron Rosano, Surgical Tech
 Sunita Tomol, RN

PHARMACY

Rigoberto Cipriano, Pharmacy Tech
 Jasmine Nguyen, Pharmacy Tech
 Randy Washington, Pharmacy Tech

RADIOLOGY

Joshua Jesus, CT Tech
 Shawna Miller, CT Tech

REHAB

Errol Canivel, Therapist
 Binh Phan, PT Assistant

RESPIRATORY THERAPY

Arlene Brion, Therapist
 Denise Ferro, Therapist
 Greg Hester, Therapist
 Christina Rodriguez, Therapist

SOCIAL SERVICES

Jewell Justiniani-Allen, LCSW
 Cynthia Talmich, LCSW

SURGICAL / ORTHO

Maggie Desierto, RN
 Joanna Stonfer, RN

TELEMETRY

Jennifer Carter, RN
 Jennifer Czinder, RN
 Krista Egera, RN

ULTRASOUND

Jennifer Van Tassell, Ultrasound Tech

WAREHOUSE

Justin Evans, Distribution Tech

Don't see your department here? Talk amongst yourselves to choose who will be your Steward(s), then reach out to NUHW organizers!



NUHW GEAR
NUHW.org/store



ONLINE CE
NUHW.org/CE



NUHW NEWS
NUHW.org/pulse

