

GET READY!

BARGAINING OUR NEXT CONTRACT!

It's time for everyone to step up and stand united! We recently sent FV management 71 dates that we are available to negotiate, beginning as early as January 7. Management has not confirmed any dates yet, but we hope to have dates finalized within the next few weeks.

We will hold a Bargaining Kick Off event before the end of the year — stay tuned.

We will start negotiations by picking up where we left off earlier this year. Our top priorities remain fixing the unfair wage structure where those hired prior to 2017 are not given experience credit; achieving affordable healthcare for ourselves and our families, and finding permanent solutions to the health and safety concerns we have experienced during the COVID-19 pandemic.

Over the last several months, we worked in unsafe environments without adequate PPE. Many of us were exposed or became ill with COVID, while some lost hours when services were shut down.

We hope that in this round of bargaining Tenet will recognize our commitment and work with us to achieve economic justice, affordable healthcare, and a safe place to work and receive care.



SUPPORTING OUR COWORKERS EMPLOYED BY COMPASS

Our co-workers in EVS and Dietary are in contract negotiations, fighting to win the same improvements we want to win in our contract. Here's the overview of EVS/Dietary staff:

During an August call with stockholders, Tenet reported that profits had more than tripled, to \$88 million. Meanwhile, workers are suffering:

- The average wage is \$15.84/hour.
- 7 out of 10 EVS/Dietary workers cannot afford a doctor's visit under their current healthcare plan.
- 9 out of 10 don't make enough to cover the basic monthly expenses.
- 3 out of 5 spend more than 50% of monthly income on housing costs.
- Many must rely on public assistance such as Medi-Cal and Food Stamps



We are proud of our work, especially during the pandemic when infection and sanitation was critical to protect staff and patients. But can you believe that some of us have to rely on public assistance because our wages are so low and our health costs are so high? Tenet's profit's soared during the pandemic, but we are left behind."

— Lanelle Anderson, Patient Ambassador, Fountain Valley

**We all need to stick together.
Stay tuned for a big action in November.**

WE STOOD UP, AND WON!

We filed a complaint with the California department of Public Health documenting staff and patient safety issues. In September the CA DPH issued a report validating our concerns and requiring FVRMC to make immediate changes to provide a safe environment for patients and staff.

Check out our press coverage.

State report verifies Fountain Valley workers' claims of mismanagement during COVID surges.

VOICE of OC

Report: Fountain Valley Hospital failed to control COVID-19 spread among patients and staff.

ORANGE COUNTY
REGISTER

State health officials cite Fountain Valley Regional Hospital for 'systemic' COVID-19 failures.

Los Angeles Times

Risking workers' health to protect the bottom line.

CAPITAL & MAIN

THEY STAND WITH US — LET'S VOTE FOR THEM!

NUHW members have interviewed candidates for elected office and recommended for endorsement those whose values align best with our union's. All of these candidates have supported NUHW members in their campaigns to win fair contracts and safer workplaces.



Fountain Valley City Council vote for:
Glenn Grandis

OC Board of Supervisor vote for:
Sergio Contreras

Congress vote for:
*Harley Rouda, Alan Lowenthal,
Katie Porter, Gil Cisneros, Linda Sanchez*

State Senate vote for:
Josh Newman

State Assembly vote for:
*Sharon Quirk-Silva, Melissa Fox,
Diedre Nguyen, Cottie Petrie-Norris*

NEW STATE LAW REQUIRES HOSPITALS TO PAY FOR QUARANTINE/COVID ILLNESS

For months we tried to get FV management to do what other hospitals had done — guarantee pay in the event that staff were sick or exposed and quarantined due to COVID-19. You may remember that we proposed additional PTO just for this purpose, but FV wouldn't budge — even while other area hospitals stepped up for their staff.



-Subject to a federal, state, or local quarantine or isolation order related to COVID-19;

-Advised by a healthcare provider or their employer to self-quarantine or self-isolate due to concerns related to COVID-19; or

- Prohibited from working by the employer due to health concerns related to the potential transmission of COVID-19.

An employer may not require an employee to first use any other employer-paid leave.

This law is effective immediately and expires December 31, 2020, or upon the expiration of any extension of the federal Emergency Paid Sick Leave Act, whichever is later.

With our allies in the labor movement, we took our fight to elected officials in Sacramento and won provisions that require all hospitals, including FV, to provide up to 80 hours of paid time. Check this out.

Assembly Bill 1867 entitles full-time employees to 80 hours of supplemental paid sick leave (part-time employees receive less, on a pro-rata formula basis) if the employee is: