

WHAT'S AT STAKE IN OUR NEGOTIATIONS?

Over the years our standards have gone down to the point that we now have the lowest wages among comparable Orange County hospitals and Tenet, and our working conditions have deteriorated to the point that staff are leaving the hospital every day.

We joined NUHW because we wanted to have an organization inside the hospital that effectively represented us and a union that was willing to take on Tenet.

In the past four months we've secured, through negotiations, many of our fundamental rights and made improvements in several areas.

However, when it comes to **directly improving patient care** and improving our ability to recruit and retain staff, management has not been responsive, or they have been unwilling to make any commitments to their staff.

We have no agreement on the following:

- **Job postings:** Management refuses to fill vacant positions by committing to immediately post vacancies. It currently takes six steps and several months for approval to fill a vacant position, so we continue to work short staffed. **72 percent of employees said patient care is delayed or postponed due to lack of staff.**
- **Floating:** Management refuses to agree not to float if it means we lose a break nurse and the charge has to take a patient assignment.
- **Adequate staffing levels:** Management refused to include Title 22 language in the contract, which exists in other Tenet nursing contracts. Since bargaining began, we discovered that both NICU and OB hadn't been enforcing ratios and were actually staffing out of ratio. We have also filed 107 complaints for staffing violations.
- **Wages:** Management said they will give us their wage proposal at bargaining in October – wages are incredibly important to attract and retain quality staff.

Through these negotiations we have seen that our objectives are fundamentally different from those of Tenet. They simply do not care about patient care; they are only concerned with profits.

Ultimately it is up to US to save the hospital and raise the standards of care.



"As a Charge Nurse I almost always have to take patients – this means other nurses don't have support, I can't give breaks, and patient care suffers. On my last shift I had four patients and we had a code blue – all care was delayed because we were short-staffed and the patient ended up not making it. Our patients' lives are at stake and we need a fair contract NOW."

LAUREN KAAUI
3 EAST



"In the ER I've seen patients waiting for 24 hours, delays in medications and care. I've seen many talented nurses leave FV because not only is the pay better at other hospitals, there's more support and opportunities for growth. The quality of care we provide is at stake in these negotiations and it's up to us to make the improvements our community deserves."

ERIKA MORENO
ER

JOIN A STRIKE PREPARATION MEETING

While we have negotiations scheduled for October 12-13 and 25,-26, and management has indicated they will present their economic proposal October 12-13, our Bargaining Team has determined that we must begin preparations now in the event we must vote to strike.

Importantly:

- In each meeting we go through management's proposals vs. our proposals so we all fully understand what's at stake in these negotiations and which issues are outstanding.
- We thoroughly review the process for deciding to go on strike and go through frequently asked questions so we are all fully educated on what it would mean to strike.
- It is imperative that every single member attends one of these meetings.

The meetings are divided by groups, but you can attend ANY meeting that fits your schedule.

All meetings will be via ZOOM, except Thursday, October 6 which will be at the Sonesta Hotel.

GROUP A	GROUP B
THURSDAY, SEPTEMBER 29 3PM & 5PM	FRIDAY, SEPTEMBER 30 8AM
<i>Rehab Therapists</i> <i>Wound Care</i>	<i>PACU</i> <i>ICU</i>
<i>Case Management</i> <i>Social Work</i>	<i>GI</i> <i>ER</i>
<i>Pharmacy</i> <i>Infection Control</i>	<i>OR</i> <i>SDS/Pre-Admission</i>
<i>Clinical Laboratory</i> <i>Special Nursing Svcs.</i>	<i>Cath Lab/IR</i> <i>DOU</i>
GROUP C	GROUP D
WEDNESDAY, OCTOBER 5 8AM	TUESDAY, OCTOBER 4 8AM & 5PM
<i>Labor & Delivery</i> <i>NICU</i>	<i>2 East</i> <i>In-House Transport</i>
<i>OB</i> <i>PEDS</i>	<i>3 East</i> <i>Surgical/Ortho</i>
<i>PICU</i>	<i>4 East</i> <i>Telemetry</i>

CAN'T JOIN YOUR GROUP'S MEETINGS?

You can join any meeting listed above! There will also be meetings for any unit:

SATURDAY, OCTOBER 1 - 8AM and 10AM - Via Zoom

THURSDAY, OCTOBER 6 - 8AM, 12PM, 5PM, and 8PM - Via Zoom AND in person at the Sonesta Hotel, 9950 Slater Avenue, Fountain Valley