

# STRIKE VOTE BEGINS THURSDAY JULY 15!

STRIKE AUTHORIZATION

VOTE YES!

## Why are we asking you to authorize a 3 day strike?

We have been working since 2019 to win a new contract that raises wages, provides affordable healthcare, and improves staffing and working conditions. In March 2020, the pandemic interrupted our bargaining, but we committed to resuming bargaining in 2021.

## We have 2 choices:

Under Tenet's wage proposal we will *not see any difference on our pay check or in our lives*. Do the math: Under Tenet's proposal we lose money. Tenet proposed to increase our health insurance costs each year and increase co-pays and deductibles. Tenet's proposal continues the two-tier wage structure where newly hired employees will be placed appropriately onto the wage scale based on their experience, but *none of us will get onto the wage scale*.

In the last year Tenet has earned record profits and received millions in taxpayer funds, that were never passed on to us.

After a year of blood, sweat and fears, we are determined to hold Tenet accountable and to win a contract that all of us deserve. **But for that to happen each of us needs to do our part. We ask you to VOTE YES to authorize us to call a strike if Tenet fails address our concerns.**

### NUHW Bargaining Committee:

Gilbert Alvarado, Tino Banez, Connie Montesano, Milo Vicek, Jasmine Nguyen, Randy Washington, Maggie Antal, Rigo Ciposano, Josh Jesus, Shawna Miller,

Carrie Guzman, Mailinh Nguyen, Rosa Espericueta, Evelyn Vieryra, Christina Rodriguez, Arlene Brion, Greg Hester, Denise Ferro, Bing Phan, Dave Seboldt, Jackie Sandoval, Jorge Seremeno, Mila

Pham, Chris Arredondo, Edgar Arciga, Justin Evans, Cat Ewing, Dawn Glinz, Irene Martinez, Susan Nieblas, Sonny Pham, Jody Ponkilla, Ron Rosano, Blanca Torres

## TWO CHOICES

### WAGES

### MANAGEMENT PROPOSAL

### UNION PROPOSAL

*Under management's proposal, no one will be on scale.*

*Under the union's proposal, everyone will be on scale.*

2021 wage increase

2% - 2.75%

4% - 9%

2022 wage increase

2% - 2.75%

4% - 9%

2023 wage increase

2% - 2.75%  
New hires will continue to be hired at rates that far exceed the current staff

Everyone will be on scale.  
Wage increases this year range from a minimum of 3% to however much is needed to get you to the full scale rate

Per Diem 2021

2%

Move to Step 6 of wage scale

Per Diem 2022

2%

Step 6 or 3%, whichever is greater

Per Diem 2023

2%

Step 6 or 3%, whichever is greater

### HEALTH CARE

### MANAGEMENT PROPOSAL

### UNION PROPOSAL

Tenet proposed charging between \$24 and \$357.90 a month for the same free health plan it provides for to all other Tenet employees in our same job classifications. Tenet also proposed to eliminate plans if at least 25% of staff are not enrolled; proposes to increase premium rates each year until we pay at least 20% of the premium.

Free family healthcare plan, like Tenet provides for all other Tenet employees in our job classifications; limits on premium increases; no increases in deductibles or co-pays.

See back 

# 3 DAYS FOR 3 YEARS: HERE'S WHAT YOU NEED TO KNOW ABOUT THE STRIKE AT FVRMC

**What is a strike:** Not showing up to work, forces FVRMC to operate without us. It will drive home the point that this hospital runs because of us. A strike is our strongest demonstration that we demand respect for our hard work and the sacrifices we made during the pandemic.

**What does VOTING YES mean?** Voting Yes means that you authorize the NUHW Bargaining Team to call for a three-day strike if management fails to address our issues.

**When will the strike be?** No date is set. The NUHW Bargaining Team will decide when to strike based on the progress or lack of progress in bargaining.

**Do I have to "call off" when I go on strike?** NO. In the healthcare industry, Unions are required to provide 10 days advance notice of the strike. *NUHW will send the official legal notice that states the time and date the strike begins and the time and date the strike ends.* That notice informs the hospital that all NUHW members who work at FVRMC will be on strike for specific days. You do not need to advise anyone in management at all. *The union's notification is the legal required notification.*

**If I'm at work, when the strike begins what do I do?** You clock out and walk out.

**If I'm in "on call" status during the strike, what do I do?** You will not be scheduled for "on call" status because ten days in advance of the strike, management will be notified that you are on strike. Management will be told when the strike starts and when the strike ends. Management needs to make other arrangements because staff will not be available to work.

**Will I be disciplined or replaced?** NO. When we strike we will be engaging in an unfair labor practice strike. An employer cannot take any action, including retaliation, replacing or any other action against workers who strike. Workers in our country have a right to strike. Teachers, airline pilots, healthcare workers at UC Irvine and Kaiser, and even Tenet RNs at Los Alamitos have all held strikes. You are not the first, and nor will you be the last!

**Who will be on strike with us?** All of EVS and Dietary NUHW members will strike at the same time.

**How many hours will we picket?** Each member will sign up for daily picket shifts.

**Can I use PTO?** NO. You cannot request PTO for the days we are on strike. If you already have an approved PTO scheduled for those days, it will continue.

**What if I have vacation already scheduled?** If that vacation was approved prior to the strike notification: vacation continues as is and you can utilize PTO.

**Is there any interruption to medical benefits during the strike?** NO. No change at all, benefits continue.

**If I'm on probation can I strike?** YES. You have the same exact same rights and protections that all other staff have.

**Does being out on strike affect attendance record?** NO. Strike participation has no impact at all.

**Will we be getting community support and media coverage during the strike?** YES. We expect to continue to have huge community and political support and media coverage as we've had over the past year.

## DON'T DO ANY OF THIS!

**Do not train ANYONE to do your job:** You are not required or paid to train or orient anyone to do your work while you are on strike. Management can do that, but you are not to do that.

**Do not go to work during the strike – no matter what:** If you cross the picket line, you are showing management that you are A-OK with their proposal. Management keeps a list and tracks who works during a strike. This information is then provided to the management bargaining team so they know which individuals, specific classifications, or groups of workers are fine with 2%. This will be used against us at bargaining.

**You do NOT have to tell management if you will be on strike:** The union provides the legal notice. It is illegal for anyone in management to ask you if you will go on strike. Your statement to management should be: "My union submitted notice." Document anyone in management who asks you about the strike and report it to your organizer.

**Do not call in sick during the strike:** You are on strike.

**During the strike:** Do not answer your phone or respond to text messages from management: You have no obligation whatsoever to respond to the hospital or be in communication with the hospital when you are on strike (actually, this is also true for when you are just off the clock!)