

# THE CHOICE IS CLEAR- WE NEED TO FIGHT TO WIN!

Tenet management clearly doesn't care or understand the daily stress and pressure we feel. Their proposals demonstrate a disregard for our key concerns. While the hospital is crumbling down around us, Tenet management has its head in the sand.

See below for a comparison of our proposals vs management's proposals:

ARTICLE	OUR PROPOSAL	MANAGEMENT'S PROPOSAL
Staffing	<p>RN/PRO Bargaining Team proposed language to fix the ongoing staffing problems. We've proposed:</p> <ul style="list-style-type: none"> <li>- Tenet must post a vacated full-time or part-time position within 14 days</li> <li>- No one can be floated if it leaves that unit out of ratio, if the charge has to take patients or there will be no break nurse</li> <li>- Include Title 22 in the contract!</li> </ul>	<p>Management has not agreed to ANY of our proposals and also has not proposed any language to help alleviate the short staffing issues we've been facing.</p> <p><b>Los Alamitos and other California Tenet hospitals have Title 22 in their contracts. We not only have the biggest staffing issues, but Tenet doesn't want to be held accountable to the law.</b></p>
Leaves of Absence	<p>RN/PRO Bargaining Team proposed to maintain our Leaves of Absence language in our contract, which includes:</p> <ol style="list-style-type: none"> <li>a. Ability to take a general leave</li> <li>b. Instructions on how to request a Leave of Absence</li> <li>c. Guarantee return to work from leave</li> <li>d. Continuation of health benefits while on leave</li> <li>e. Outlines the length of various leaves</li> <li>f. Explains the use of PTO during leaves</li> <li>g. Guarantees modified duty when returning to work, if required</li> </ol>	<p>Management has proposed to <b>ELIMINATE</b> all of this. That means if we were to take a leave of absence, we would have:</p> <ul style="list-style-type: none"> <li>- No right to return to our position</li> <li>- No guarantee of modified duty</li> <li>- No instructions of process or timelines</li> <li>- No guarantees of how PTO/EIB is utilized</li> </ul> <p>In addition to eliminating this language we know how difficult it has been to get information from management about LOA process.</p> <p><b>Why doesn't Tenet want to include these guarantees? NUHW members at our own hospital have them, as do staff at other California Tenet hospitals</b></p>

“It’s already a challenging and stressful time when you have to go on a leave of absence due to illness. The challenges are compounded with Tenet’s LOA process. We have to rely on phone or email communication with someone in corporate to process our claim. It’s a very confusing process and only adds unnecessary additional stress. We need very clear language in our contract about the process and our rights because I have recently learned that I was provided with incorrect information from corporate when I pursued a LOA claim.”



– CYNTHIA TALMICH, SOCIAL WORKER

Proposals continued:

ARTICLE	OUR PROPOSAL	MANAGEMENT’S PROPOSAL
Health & Safety	<p>RN/PRO Bargaining Team proposed comprehensive language to protect our health and safety, including:</p> <ul style="list-style-type: none"> <li>- Reporting of Health &amp; Safety Hazards by employees and management</li> <li>- Protection against Communicable Diseases</li> <li>- Workplace violence protection</li> <li>- Counseling</li> <li>- Physical Exams</li> <li>- Parking and Security</li> <li>- Injury Prevention</li> </ul>	<p>Management has not agreed to any of these rights, protections or guarantees.</p> <p>Other Tenet hospitals in California and current NUHW members at Fountain Valley have the same language we’ve proposed.</p> <p><b>Why doesn’t Tenet want to give us the same standards other Tenet employees have? We’ve already the lowest paid among Tenet hospitals and now Tenet wants us to have the worst Health &amp; Safety standards as well?</b></p>

Tenet’s proposals are unacceptable: We formed our Union because we knew that we needed better conditions to attract and retain quality staff to provide the best patient care possible. Tenet’s responses to our proposals show that they don’t believe there’s a problem. We always knew that it would come down to us, we are the only ones who care enough to fight for safe patient care. **The choice is clear: We need to fight to win.**

## ATTEND BARGAINING

The Bargaining Team is asking each and every one of us to show up to bargaining. Never attended bargaining before? No problem! We do bargaining updates/orientation throughout the day and anyone is welcome at any time.

DATES: Wednesday, September 7; Thursday, September 8; Friday, September 9

TIME: 9 a.m. to 6 p.m.

LOCATION: Sonesta Hotel, 9950 Slater Road in Fountain Valley (just 1.5 miles from the hospital).