

# INVEST IN PATIENT CARE, STAFF AND OUR COMMUNITY

Our Bargaining Platform outlines our overarching bargaining goals:

- Having the tools, support and resources to work at our highest levels
- Being respected for our experience, dedication, and commitment
- Improving the standards at our hospital to attract and retain staff
- Ensuring that quality patient care is Tenet's Priority #1

## HUNGRY FOR CHANGE?

Shocking data provided by management shows an alarming number of missed meals (31,187 in 2021), validating our concerns about Tenet's failure to staff units appropriately for meal/break relief.

## INVEST IN US

TENET HEALTHCARE NEEDS TO INVEST  
IN PATIENT CARE, STAFF, AND OUR COMMUNITY

**31,187+**  
MISSED MEALS

**DID YOU KNOW?** On average, we miss 36 meals a year, but that's not the whole story. In 3 East, 4 East, Telemetry, DOU, and ICU, RNs missed up to 125 meals a year, on average. The Bargaining Team believes there are even more missed meals than management reported because staff often fail to report missed meals due to workload.

## ATTEND BARGAINING

Our next bargaining sessions are in person at the Sonesta Hotel, 9950 Slater Road in Fountain Valley:

June 21, 22, 23

July 26, 27, 28

August 23, 24, 25

9 A.M. to 6 P.M.



"We don't have a break nurse so we are missing our breaks and meals. Half the time we do take meals, we get interrupted because we are so short staffed. The House Sup pushes admits to the floor and if staff is not available, and the Charge Nurse has to take patients, which takes away support and assistance to staff."

**BOBBIE SALAZAR**  
RN Surgical/Ortho



# Bargaining Team gives management 15 proposals at first session

At our June 8 bargaining session, Maggie Desierto (Surgical/Ortho) and Julie Hayward (OB) presented our recent survey highlights.

We proposed 15 articles, including:

- Rights of staff to representation
- COVID protections
- Grievance process
- Health and Safety protections
- Seniority

## Our NUHW Bargaining Team proposed to management:

- The staffing matrix for each unit includes a break relief nurse
- When a staff person leaves the hospital, the position is posted within 14 days, no more delays in filling positions
- No floating/call offs/flexing shall occur if it means the home unit is left without a break relief nurse or charge nurse is required to accept patient assignment



“Four to five times a week, our unit doesn’t have a Charge Nurse to break us for lunch. We work 12-hour shifts, so it’s important for us to rest and disconnect for 30 minutes so we have the energy and focus to be fully present for our patients. If I knew we had a Charge Nurse who wasn’t taking patients, I would be much more calm and confident knowing that our Charge Nurse is available to help solve problems that come up and ensure the unit runs smoothly.”

**LAURA ELICKER  
RN, 3 East**

## NUHW BARGAINING TEAM

Questions about our proposals or negotiations? Ask your bargaining team member!

### CATH LAB HOLDING

Priti Gandhi

### DOU

Juan Carlos Bautista  
Rawnaq Farhana  
Anh Nguyen  
Lacey Vasquez  
John Wu

### ER

Frank Juan  
Erika Moreno  
Banessa Romo

### ENDOSCOPY (G.I.)

Vickie Ketter

### ICU/CCU

Norma Gatica  
Anne Gelvezon  
Juliann Kolbe  
Anh Thu Pham  
Thuy Tran

### IN-HOUSE TRANSPORT

Sue Tan

### INTERVENTIONAL RADIOLOGY (IR)

Ronald David

### LABOR & DELIVERY

Lori Stricklin

### LABORATORY

Asmita Bhakta  
Cindy Chau  
Kristi Nguyen  
Phuong Nguyen  
Ann Pham  
Tammi Tran

### 2 EAST

Makenna Musson  
Kevin Pham  
Johana Rivera  
Kimmie Nip

### 3 EAST

Mida Apodaca  
Ibrahima Diallo  
Laura Ellicker  
Patricia Osuna Guerena  
Kelly Wennenkamp

### 4 EAST

Olivia Judish  
Natalya Rigot  
Fran Verna  
Audrey Vu

### NICU

Lisette Pedroncelli  
Martie Tapley  
Mary Strachan

### OB

Nila Dempsey  
Julie Hayward  
Sharon Johnson  
Lynn Navarra  
Tori Tran  
Arlene Wofford

### OT

Errol Canivel

### PACU

Dianne Adams  
Sue Tomol

### PEDIATRIC ACUTE

Nanci Stadnick

### PICU

Claudine Miranda

### PHARMACY

Kathy Cimato  
Jere Justice  
Kent Nguyen  
Lucy Nguyen  
Theresa Phung  
Kittiya Sanglimsuwan  
Ly-Na Whitcomb

### PT

Junior Cachero  
Christopher Warren

### SAME DAY SERVICES

Sylvia Garcia

### SOCIAL SERVICES

Jewell Justiniani-Allen  
Cynthia Talmich

### SURGERY (OR)

CG Carithers  
Lizabeth Church  
Kim Clowes  
Nora Nichols

### SURGICAL / ORTHO

Maggie Desierto  
Brandon Jewell  
Joanna Stonfer  
Maricela Zarate

### TELEMETRY (MAIN)

Jennifer Carter  
Jennifer Czinder

### UTILIZATION REVIEW

(CASE MANAGEMENT)  
Holly Cook

### WOUND CARE

Michelle Smith