



NATIONAL UNION OF
HEALTHCARE WORKERS

866-968-NUHW • nuhw.org • info@nuhw.org

MESSAGE FROM THE RN/PRO NUHW BARGAINING TEAM—VOTE YES!

**We urge everyone to VOTE YES on our new contract!
We are now on the right path!**

Our new contract provides the *highest wage increases* we have seen in years, *eliminated the wage “cap”* that froze the wages of 318 of our coworkers, *created a pathway for RNs* to achieve professional growth and higher income, made *inroads in staffing and patient safety* with new language on break nurses, cancellations and Title 22, *secured our health benefits*, put our *PTO usage in our hands* and made *17 specific improvements*.

To put this in context, our old union had been representing RNs/Pros at Fountain Valley Regional Hospital for the past 34 years. Over the last decade, our wages and standards fell among the lowest in Orange County. Start rates fell 12% lower than the market rates, with unsafe working conditions, no clarity around our rights when it came to safe staffing ratios, lack of education about our contract rights and no structure to enforce our contract. We had no power.

Since joining NUHW, we have:

- Built for the first time a representative structure whereby all units/departments now have representation on a daily basis and at the bargaining table
- Hundreds of us have participated in various union activities
- We filed 208 complaints with CDPH launching unprecedented investigations
- Negotiated a contract that greatly narrowed the gaps that UNAC left in its 34 years of union representation

Not only did this contract achieve advancements, it positions us for further improvements in future negotiations, elevates workplace standards and puts management on notice that there is clear unity across job classifications and among the ranks.

We will continue to pursue corrective action plans that address ongoing patient safety concerns and work to empower all of us to advocate for ourselves and our patients.



RN/PRO NUHW Bargaining Team Members

Lacey Vasquez, RN, DOU

Anh Nguyen, RN, DOU

John Wu, RN, DOU

Rawnaq Farhana, RN, DOU

Kelly Boeke, RN, ER

Erika Moreno, RN, ER

Frank Juan, RN, ER

Anne Gelvezon, RN, ICU

Aubrey Leigh Real, RN, ICU

Thuy Tran, RN, ICU

Anh Thu Pham, RN, ICU

Sue Tan, RN, In-house Transport

Ronald David, RN, IR

Kristi Nguyen, CLS, Lab

Ann Pham, CLS, Lab

Asmita Bhakta, CLS, Lab

Phuong Nguyen, CLS, Lab

Cindy Chau, CLS, Lab

Johana Rivera, RN, M2

Makenna Musson, RN, M2

Kimmie Nip, RN, M2

Kevin Pham, RN, M2

Mida Apodaca, RN, 3 East

Laura Elicker, RN, 3E ast

Ibrahima Diallo, RN, 3 East

Patricia Osuna Guerena, RN, 3 East

Natalya Rigot, RN, 4 East

Audrey Vu, RN, 4 East

Martie Tapley, RN, NICU

Mary Strachan, RN, NICU

Lisette Pedroncelli, RN, NICU

Sharon Johnson, RN, OB

Julie Hayward, RN, OB

Nila Dempsey, RN, OB

Tori Tran, RN, OB

Errol Canivel, OT, Rehab

Dianne Adams, RN, PACU

Sunita Tomol, RN, PACU

Kiet On, RN, Same Day Services

Vickie Ketter, RN, Endoscopy

Nora Nichols, RN, OR

Carole Carithers, RN, OR

Karen Escobar, RN, PICU

Theresa Phung, Pharmacist

Kent Nguyen, Pharmacist

Jere Justice, Pharmacist

Kittiya Sanglimsuwan, Pharmacist

Ly-Na Whitcomb, Pharmacist

Christopher Warren, PT, Rehab

Sylvia Garcia, RN, Same Day Services

Cynthia Talmich, LCSW, Social Services

Jewell Justiniani-Allen, LCSW, Social Services

Margaret Desierto, RN, Surgical

Maricela Zarate, RN, Surgical

Joanna Stonfer, RN, Surgical

Jennifer Carter, RN, Telemetry

Jennifer Czinder, RN, Telemetry

Holly Cook, Utilization Review

Revelyn Repaje, Utilization Review

VOTE YES!

Tuesday, 11/29 12pm - 6pm

Wednesday, 11/30 7am - 8pm

Thursday, 12/1 12pm-8:30pm



LOCATION: Saltzer Room at FVRMC (off cafeteria)

NOTE: Your managers/directors can release you to go vote. You can vote on work time, your break, before/after work, and your day off.