NUHW RAISING STANDARDS

NUHW BARGAINING TEAM PREPARES ECONOMIC PACKAGE

In March our Bargaining Team is planning to submit our economic proposal to management.

We are asking all members to come and review the proposal, give input and feedback.

WHAT’S IN THE PROPOSALS?

This economic proposal is based on the results of the Bargaining Surveys:

WAGES: Fountain Valley’s wages are among the lowest in Orange County, in the industry and among other Tenet hospitals. Management has made it even worse by creating a two-tier wage structure: some people are paid based on years of seniority, some people are paid based on years of experience in the job, and most people are still below where they should be on the current wage scale.

Based on the Bargaining Surveys our members completed, our proposal will be based on years of experience.

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BARGAINING BULLETIN #5

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OTHER ECONOMIC ISSUES
The following differentials haven’t increased in decades:
  Shift differentials
  On-call pay

MEMBERS WANT IMPROVEMENTS IN:
  401 (K)
  Holidays
  Paid Time Off (PTO)
  Health Insurance: Why are we the only hospital in Tenet that doesn’t have an affordable healthcare option? THIS HAS TO END.

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SEVEN OPEN ISSUES
We have exchanged proposals and have not reached agreement yet on the following issues:

Article 2: Union Rights
Bulletin boards/steward rights

Article 3: Employee Status
Rights of per diems working full-time to move to full-time positions

Article 8: Patient Care Committee
Expanding size of committee/frequency of meetings

Article 11: Hours of Work/OT/Scheduling
Limits on flexing, clear process for scheduling full time/part time/per diems/how overtime is distributed; unanticipated department/unit closures

Article 17: Health and Safety
 Escorts/Reporting issues/Establishment of committee

TWO NEW ARTICLES: PATIENT CARE
Patient Protocols
NICU/RCP workflow, staffing

CNA/Unit Secretary
Workload/Staffing

COME TO BARGAINING!
MARCH 11, 12, 24, 25, 26
9 A.M. to 5 P.M.
Courtyard by Marriott
9950 Slater Avenue
Fountain Valley

This is your opportunity to review the proposals and how they impact you!