

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
February 28**

OUR BARGAINING PLATFORM

- Taking care of our patients
- Achieving economic justice for our families
- Advancing our careers
- Demanding respectful and fair work practices
- Ensuring a safe and healthy work environment



FOR MORE INFO

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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.**

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

COME TO BARGAINING!

MARCH 11, 12, 24, 25, 26

9 A.M. to 5 P.M.

Courtyard by Marriott

9950 Slater Avenue

Fountain Valley

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