

Two Choices: Accept Management's Proposal OR Fight to Win What We Deserve

WAGES

MANAGEMENT PROPOSAL

Under management's proposal, no one will be on scale.

UNION PROPOSAL

Under the union's proposal, everyone will be on scale.

2021 wage increase	2% - 2.5%	4% - 9%
2022 wage increase	2% - 2.5%	4% - 9%
2023 wage increase	2% - 2.5% (4% maximum if you have more than 15 years seniority in 2023) New hires will continue to be hired at rates that far exceed the current staff	Everyone will be on scale. Wage increases this year range from a minimum of 3% to however much is needed to get you to the full scale rate

DIFFERENTIALS

MANAGEMENT PROPOSAL

UNION PROPOSAL

Shift differential	\$1.75 evening shift / \$3.75 night shift	\$3-evening shift; \$5-night shift
Weekend differential	None	5%
Preceptor pay	None	5%
Standby pay	\$6.50	2021: \$13 / 2022: \$14 / 2023: \$15

HEALTH CARE

MANAGEMENT PROPOSAL

UNION PROPOSAL

Tenet proposed charging between \$24 and \$357.90 a month for the same free health plan it provides for to all other Tenet employees in our same job classifications. Tenet also proposed to eliminate plans if at least 25% of staff are not enrolled; proposes to increase premium rates each year until we pay at least 20% of the premium.

Free family healthcare plan, like Tenet provides for all other Tenet employees in our job classifications; limits on premium increases; no increases in deductibles or co-pays.



Tenet Can Afford Our Proposal

Our proposal costs \$10.4 million in increased payroll costs over three years. That's a payroll increase of just 15.9 percent – an average increase of just over 5 percent a year. Tenet has so much money, that cost barely registers. See for yourself:

Tenet earned profits of \$97 million in first three months of this year

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Tenet got \$850 million in federal stimulus funds

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Tenet spent \$1.1 billion on purchasing 45 surgery centers

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Our proposal would cost just \$10.4 million over three years

JULY 8-13:

STRIKE MEETINGS FOR ALL MEMBERS

Have you been on strike before? All members need to attend an informational meeting to learn how the strike will work and ask questions.

Thursday, July 8: 5pm and 7:30pm
Friday, July 9: 5pm
Saturday, July 10: 10am
Monday, July 12: 7:30pm
Tuesday, July 13: 9am and 5pm

ZOOM: <https://us02web.zoom.us/j/82897337137>

PHONE: 1 669-900-9128 (82897337137#)