



On May 4th our current Union contract expires.

After discussion with hundreds of members, we believe the economic proposal we submitted on March 30th is fair and reasonable.

**But we know Tenet is never fair.**

**So it's up to us. We must show unity, determination and a willingness to win what we deserve!**

Our campaign, **DON'T CALL ME A HERO**, is about treating us with respect and dignity.

That means providing **economic justice, affordable healthcare and a safe workplace.**

## DON'T CALL ME A HERO

**“It’s plain and simple. Tenet received \$850 million in federal stimulus money and didn’t pass it to us. Instead the CEO’s salary increased last year from \$15 million to more than \$16 million. Tenet profits while staff is flexed and we work short.”**

**— Connie Montesano, Lab Tech**

## We don’t live in a bubble.

We all have friends and family who work at other hospitals. We’ve all seen our own co-workers leave for higher pay at other hospitals. It’s time Tenet steps up to the plate.

**This table compares our current contract and proposed new rates with other hospitals.**

RESPIRATORY THERAPIST	Starting Rate	5-year rate	10-year rate
FVRMC - 2017 current contract	\$32.23	\$37.38	\$43.34
NUHW - 2021 proposal	\$35.45	\$41.10	\$47.65
UC Irvine Medical Center - 2021	\$37.23	\$40.27	\$46.28
CT TECH	Starting Rate	5-year rate	10-year rate
FVRMC - 2017 current contract	\$36.55	\$42.44	\$49.29
NUHW - 2021 proposal	\$40.21	\$46.61	\$54.03
UC Irvine Medical Center - 2021	\$44.68	\$48.40	\$51.31
At Hoag Memorial Hospital Presbyterian, the average 2018 rate for a CT Tech was \$42.41.			
At St Joseph Hospital - Orange, the average 2018 rate for a CT Tech in 2018 was \$46.36.			
PHARMACY TECH	Starting Rate	5-year rate	10-year rate
FVMRC - 2017 current contract	\$20.90	\$24.30	\$28.25
NUHW - 2021 proposal	\$22.99	\$26.65	\$30.90
UC Irvine Medical Center - 2021	\$24.44	\$26.45	\$28.06
At St Joseph Hospital - Orange, the average 2018 rate for a Pharmacy Tech was \$23.88.			
ULTRASOUND TECH	Starting Rate	5-year rate	10-year rate
FVRMC - 2017 current contract	\$38.02	\$44.16	\$51.27
NUHW - 2021 proposal	\$41.82	\$48.48	\$56.21
UC Irvine Medical Center - 2021	\$42.15	\$45.60	\$48.41
At St Joseph Hospital - Orange, the average 2018 rate for an Ultrasound Tech was \$45.39.			
TECH - SPECIAL PROCEDURE	Starting Rate	5-year rate	10-year rate
FVRMC - 2017 current contract	\$37.50	\$43.55	\$50.56
NUHW - 2021 proposal	\$41.25	\$47.82	\$55.44
Providence Tarzana Medical Center - 2021	\$42.34	\$48.49	\$55.53
At UC Irvine Medical Center, the average 2018 rate for an Special Procedure Tech was \$45.39.			

***But there IS one Tenet employee who gets a fat paycheck:***

**Tenet CEO Ron Rittenmeyer made \$16 million in 2020. Assuming a 40-hour workweek, his hourly wage is \$7,692.30.**



## Our wage structure is unfair.

This chart shows the percentage of staff hired before and after May 2017. It shows which percentage are below, at or above the 2017 wage scale.

CARDIO DUAL MODALITY TECHS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	60%	40%
Hired after 5/5/2017	20%	80%

  

STATIONARY ENGINEERS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	71%	29%
Hired after 5/5/2017		100%

  

OR TECHS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	60%	40%
Hired after 5/5/2017		100%

  

PHARMACY TECHS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	64%	36%
Hired after 5/5/2017	19%	81%

  

RAD TECHS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	30%	70%
Hired after 5/5/2017		100%

  

ULTRASOUND TECHS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	71%	29%
Hired after 5/5/2017	25%	75%

  

RESPIRATORY THERAPISTS	BELOW SCALE	AT/ABOVE SCALE
Hired before 5/5/2017	69%	32%
Hired after 5/5/2017	32%	68%

## DON'T CALL ME A HERO

“The wage structure at the hospital is completely unfair and unprofessional. Our rates are far below the market. When you look at our experience in our jobs, 69% of us hired before 2017 are below our wage scale. This is one of the many things that needs to change.”

— Monica Bednorz, Respiratory Therapist

## BUT WAIT, IT GETS WORSE!

All staff deserve wages that are on par with their skills and experience, but FVRMC created a wage structure whereby staff who have 4 years or more at the hospital earn less than new staff.

- For staff hired BEFORE 5/5/2017: they are an average of \$4.22 below scale.
- For staff hired AFTER 5/5/2017: they are an average of \$2.67 below scale.

**DON'T CALL ME A HERO**

**PAY ME A LIVING WAGE**

**NUHW**

## We work hard but we don't get paid enough to live here.

Many of us have state and national licenses and certifications on top of the extensive education required for our positions.

Every time Tenet wants to make an extra buck for stockholders, they take it out on us. Flexing, working short staffed, increasing workloads.

This is what it takes to live in Orange County:

Family size	Annual Salary Required
1 adult + 1 child:	\$94,339
1 adult + 2 children	\$116,175
1 adult + 3 children	\$154,239

Here are average annual expenses in Orange County for a single adult:

Expense	Yearly Cost
Housing	\$18,756
Taxes	\$12,075
Transportation	\$4,900
Medical Care	\$2,545
Food	\$3,792
Other	\$4,705

Source: Living Wage Calculator,  
<https://livingwage.mit.edu/counties/06059>

But here's how our salaries compare for full-time staff:

- 11% earn less than \$35,000, the majority are CNAs/nursing assistants
- 35% earn between \$35,000 and \$44,999
- 18% earn between \$45,000 and \$54,999

Sixty-four percent of us do not make enough to support ourselves and one child in Orange County.

## DON'T CALL ME A HERO



**"We have one of the highest turn over rates – 27% of our staff left in 2020. That's because we have simply too much work and not enough pay. We have staff who work full-time and earn less than \$35,000 a year. No one can live on that."**

**– Brian Raygoza, CNA**

## DON'T CALL ME A HERO

**"Outside our hospital walls, the public believes we have good health care coverage. The truth is our benefits are inferior. Each year the number of specialists gets reduced or eliminated. We pay more for less. As healthcare workers, we deserve a free healthcare program for ourselves and our families."**

**– Elizabeth Garcia, Sterile Processing**

**Tenet should provide us with free health care.**

It would only cost Tenet \$170,078 per year to pay these costs instead of passing them to us.

That's equal to 22 hours of CEO Ron Rittenmeyer's 2020 paycheck – after all, he does earn more than \$7,000 per hour.