

PROTECT THE FRONT LINE

It's time to take action!

Tenet's proposals would keep our wages low and our health care costs high!



Our Bargaining Team and Stewards urge a YES vote for an info picket!

Our Bargaining Team received management's "new" proposal on May 7. It would:

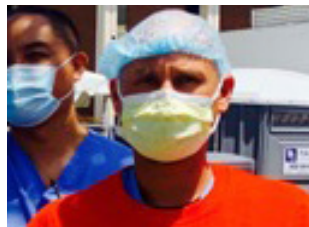
- provide only a 2 to 2.5% wage increase
- do nothing to place members on the appropriate wage scale based on years of experience
- increase the costs of our health insurance, year after year
- create a two-tier wage system in which future new hires would be paid at higher rates than us

Tenet refuses to recognize our value – they call us heroes but they treat us horribly



"This hospital exists because of US. We will keep fighting to win what we deserve."

Connie Montesano
Lab tech



"This is an investment in our future."

Tino Banez
Special procedures tech



"I'm not going to settle for 2% and neither should you!"

Jasmine Nguyen
Pharmacy tech

VOTING INFO

MAY 24

10am to 2pm
3:30pm to 7pm
Cafeteria

MAY 25

10am to 2pm
6pm to 8pm
Cafeteria

MAY 26

10am-1pm
Hospital Park
(near Wound Care trailer)

MAY 28

3:30pm-7pm
Cafeteria

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

For more information, contact NUHW Organizers Luis Vega at (714) 822.9308 or lvega@nuhw.org, or Daniel Dominguez at (661) 609-6339 or ddominguez@nuhw.org.



INFO PICKET QUESTIONS AND ANSWERS

WHAT IS AN INFORMATIONAL PICKET?

It is a public demonstration/picket line that we will hold in front of the hospital. Like we've done in the past, we will shine a public light on our issues: this time it will focus on contract issues. The Info Picket will be during lunch break hours. You will need to come on your breaks, and if it is your day off, or before and/or after your shift. Everyone's participation will be needed!

WHY AREN'T WE STRIKING YET?

A strike is our last resort. We want to do everything possible before we strike to show our commitment to achieving our goals. Tenet should do right by us. We sacrificed so much and Tenet profits soared during the pandemic. Our message to Tenet: Now invest in US!

WHY IS THE BARGAINING TEAM ASKING US TO AUTHORIZE AN INFORMATIONAL PICKET?

Because Tenet's proposals do not address our concerns. Tenet has proposed a 2-2.5% increase in wages and proposed to increase our medical insurance cost year after year. In addition, Tenet proposed a two-tier wage system where future new hires will be paid higher rates than us.

WHAT DOES VOTING YES ON AN INFORMATIONAL PICKET MEAN?

Voting yes means that we are giving our Bargaining Team authority to call for a 1-day informational picket if progress is not made in negotiations. It means that we are serious and committed to demanding respect for all the hard work we do day in and day out.

WHAT HAPPENS NEXT?

If we receive an overwhelming majority of us vote to authorize an informational picket, our Bargaining Team would have the authority to give FVRH ten-day notice that we intend to do an Informational Picket. The bargaining committee would then determine when it would start.

WHY IS IT IMPORTANT THAT I PARTICIPATE IN THE PICKET?

To prevent a protracted struggle, we need the active participation of all our members. Solid participation shows we are united to achieve our goals.

DO WE HAVE THE RIGHT TO PICKET?

We sure do! Workers in our country have the right to protest and picket, especially during contract negotiations!

CAN I BE DISCIPLINED FOR PARTICIPATING IN THE PICKET?

Nope. Just like the rallies we've held, is the protected right of workers to protest.



**MAY 6
RALLY**



**Our Bargaining Team
and Stewards
urge a YES vote
for an info picket!**