



NUHW NEWS AND VIEWS

Fountain Valley Regional Medical Center

IMPORTANT CONTRACT UPDATES!

SEPTEMBER 2021

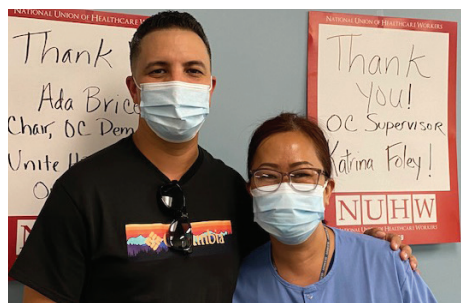
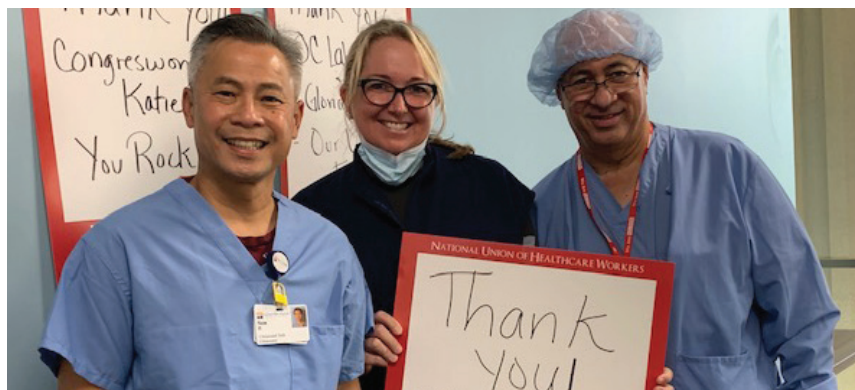
WAGE INCREASES

The new rates started on Sunday, August 29; you will see it on your September 17 paycheck. Retro will be paid from July 18 through August 14, for all hours worked. You will receive a retro check on September 17, in the same manner you receive your paycheck (direct deposit, etc).

Shift Differential Increases, On Call Pay Increases, and OT/DT on 4th day also became effective on August 29.

Wage rates are based on years of experience. Here's the criteria:

- Verifiable licensure or certification date, if a license or certification is required for the position.
- Verifiable employment elsewhere in the same or similar position.
- Utilization of skills and responsibilities in former position that are also utilized in current position.



If you have questions after getting your paycheck...

- Check the wage scale to see where you were placed.
- If you have questions, talk to your Shop Stewards/Bargaining Team members.
- If you still have questions, contact NUHW organizer Daniel Dominguez at (661) 609-6339 or ddominguez@nuhw.org.



ARE YOU TRAINING NEW HIRES, STAFF, STUDENTS?

Our new contract includes training pay. We are working with management on how to implement coding system for training pay. In the meantime, here's what you need to do:

- If your manager/director asks you to train someone, you need to document:
 - who asked you to do training
 - the date they asked you
 - the days you are training and the hours you train
 - who you are training
- Tell your manager that under the contract you are

now eligible for training pay. If they say that they will not authorize that, you are not required to train. Management can train, but unless they authorize training pay, you should not train.

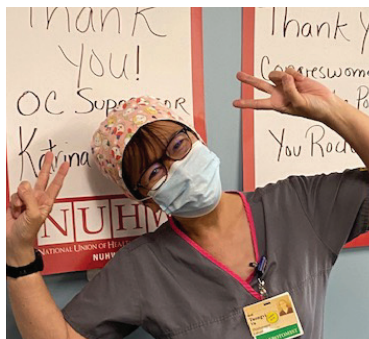
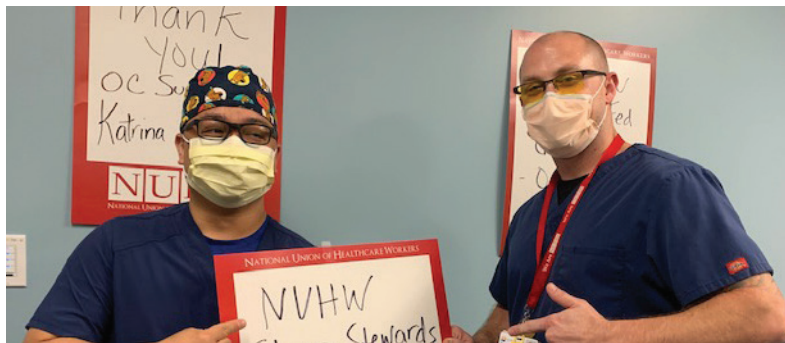
(continued)

Under the new contract there are specific criteria for placement onto the wage scale if you transfer to another position.

If you are considering applying, or have already applied for a different position, please reach out to understand the new criteria. We have ensured that your years of experience will transfer under specific conditions.

During this year's open window period, you will now be eligible for the EPO plan.

We will be providing additional info on this.



We filed a charge against FVRMC because management refused to provide information that we requested related to a grievance involving unit secretaries. Under the law, management is required to provide relevant information to the union.

Because FVRMC failed to do so, we filed a charge and the NLRB agreed with us that it was a violation of the law.

The hospital has now provided the information and was required to post this notice in each break room saying they will not violate our rights.

#whenwefightwewin

