

SHAME ON FVRMC!

They won't lift a finger to help us

FVRMC management is happy to take credit for our work as Healthcare Heroes but won't lift a finger to support us!

Each week, management's actions create more uncertainty and chaos in our lives.

HOURS REDUCTION

Departments all over the hospital are experiencing massive flexing, some people are losing up to 50% of their hours.

UNEMPLOYMENT RISING

Hundreds of employees at FVRMC have had to apply for unemployment insurance because we are no longer working our full schedules.

NO CARE FOR CHILDREN

Several employees had to take leaves of absences or flex off their entire schedule to take care of their school-age children. FVRMC management has refused to provide flexible scheduling.

HEALTHCARE AT RISK

All these reduction in income have created the additional risk of employees losing their healthcare coverage. With reduced paychecks, large percentages of our pay will go just to cover healthcare premiums.

On March 19 our Bargaining Team sent a letter to CEO Ken McFarland, asking the hospital provide economic security to the healthcare workers. Here's what we asked FVRMC do to:

ESTABLISH EMERGENCY PTO FUND

We asked for additional PTO hours to be utilized in the event of child care responsibilities, family illness, employee illness, and reduced hours due to cuts in services.

FVRMC response: NO, we won't lift a finger to help.



TAKE ACTION NOW!

Send a message to FVRMC Hospital CEO Ken McFarland and our community allies. Sign our petition at **nuhw.org/fvrmc-petition**. Signatures will be compiled and sent to the CEO and our community supporters.

CONTINUED ON BACK

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

WAIVE PROHIBITION ON USE OF EXTENDED ILLNESS BANK

109 members have an extended illness bank. This bank requires a 7 day period of illness to get access to the hours: we asked that this be waived and made available now.

FVRMC response: NO, we won't lift a finger to help.

PROVIDE PTO TO PER DIEM EMPLOYEES

164 members are per diem employees, nearly 30% of the workforce. They have no PTO, and many have no benefits. We asked for those working part-time or full-time, that management provide PTO and access to healthcare benefits.

FVRMC response: NO, we won't lift a finger to help.



FVRMC GETS A \$4.3 MILLION BAILOUT

At the same time that FVRMC chooses not to help us, the federal government is using taxpayer monies to provide a **\$100 billion bailout** for healthcare corporations through the **Coronavirus Aid, Relief, and Economic Security (CARES) Act**.

Tenet expects to receive **\$230 million** from the bail out fund.

We estimate that FVRMC will receive at least **\$4.3 million** in the first round of funding. This is a conservative estimate, as hospitals will receive additional funding shortly.

Other hospitals are lending workers a helping hand...



Here's how other Southern California hospitals are lending support to their healthcare workers.

- Fully paid leave for on-the-job exposure
- Guarantee of 4 weeks paid time for any employee who has lost work or hours.
- Flexible scheduling for NUHW members who must care for school-age children or elders.
- New Labor Redeployment Pools for those employees who may lose hours as the hospital temporarily closes departments or units. Employees shall be paid their regular wage rate.
- Employees will receive an additional 80 hours of emergency PTO.
- Guaranteed 65% income replacement.
- Full payment of medical claims associated with COVID-19 infections for caregivers and their family members.
- Employees shall receive a \$100 per day reimbursement for Child Care.

These hospitals are investing some of the taxpayer monies in their workforce rather than in their stockholders.