

EXPECT WAGE INCREASE ON APRIL 29

Under federal labor law, all current terms and conditions must remain in place until a new contract is negotiated and approved by the RNs/Healthcare Professionals.

This means that the April wage increases and/or lump sum bonuses that you were expecting, will be effective for hours worked on starting on April 10 and you will see it in your April 29 paycheck. On the back side of this leaflet are the details that were agreed previously.

YOU GOTTA VOTE ... ONE MORE TIME!



129 RNs and Healthcare Professionals have been nominated for the bargaining team, representing nearly every department! Thanks to everyone who nominated people within your department. Now everyone needs to vote to approve the Bargaining Team. The election will be online starting Friday, April 8; you will receive a link to vote by email and text. Make sure to vote!

MAKE YOUR VOICE HEARD!

What we win in our next contract depends on you! You need to participate, communicate the key issues that you are willing to fight for, and learn how the process works. We are holding membership meetings and you need to register to attend. You may attend ANY of the meetings!

Saturday, April 23 at 9AM

Tuesday, April 26 at
5PM and 7:30PM

Thursday, April 28 at
8AM and 3PM

All meetings via Zoom

"Everyone of us counts and we need to come together in a unified force to make sure that Tenet understands our priorities and what we need to do the best job for our patients." – Anne Gelvezon, ICU



BECKER'S HOSPITAL REVIEW

Tenet sees annual profit more than double,
plans to retire \$700M of debt

Dallas-based Tenet Healthcare ended 2021 with a net income from continuing operations of \$915 million, more than doubling the \$399 million recorded the same period one year before.

The for-profit hospital operator said its results for the year ending Dec. 31, 2021, included a pre-tax gain of \$406 million associated with the divestiture of five Miami-area hospitals, as well as stimulus funds totaling \$205 million. In 2020, Tenet recorded grant income of \$899 million.

For 2021, Tenet recorded operating revenues of \$19.5 billion, up from \$17.6 billion recorded in 2020. The revenue was largely driven by Tenet's hospital segment, which recorded \$15.9 billion in revenue for 2021,

and Tenet's ambulatory care segment, which recorded revenue of \$742 million.

Tenet ended the 12-month period with an operating income of \$2.9 billion, up from \$2 billion recorded one year before.

After factoring in losses from discontinued operations and income-tax expenses, net income attributable to Tenet shareholders was \$915 million for the year.

In the fourth quarter, taking into account stimulus grants, Tenet saw a net income of continuing operations of \$250 million, compared with a net income of \$414 million in the same period in 2020. Without stimulus funds in the fourth quarter of 2021, Tenet posted a net income of \$153

HOW'S TENET DOING?

Tenet's CEO's salary jumped from \$8.5 million to over \$21 million. According to Becker Hospital Review, "After factoring in losses from discontinued operations and income-tax expenses, net income attributable to Tenet shareholders was \$915 million for the year."

Compare that to how hard we have to struggle to get the staff, tools and equipment we need to take care of the patients and our families. It's time for a change.

HOW THE WAGE INCREASE IMPLEMENTATION WORKS

FULL-TIME/PART-TIME Bargaining Unit Members:

All full-time and part-time bargaining unit employees shall receive an across-the-board increase of two percent (2%)*

Thereafter, all wage steps shall be increased by two percent (2%), and;

Any Full-time or Part-time bargaining unit employees whose wage rate is below the appropriate steps based on years of experience shall receive an increase to bring their rate to the appropriate step, if eligible.

*Determining appropriate increase:

- a. If the 2% across the board would take a bargaining unit employee over their appropriate step on the wage scale they will receive a combination of a base hourly rate increase and lump sum; the total not to exceed two percent.
- b. If prior to the 2 percent across the board increase a bargaining unit employee is over their appropriate step on the wage scale, then they will receive a 2% lump sum payment rather than an increase to their hourly base rate of pay.
- c. Lump sum payments will be based on standard scheduled hours by employee status.

PER DIEM Bargaining Unit Members:

Per Diem staff shall be placed on the 2022 Per Diem wage rates:

Position	2022	Position	2022
Registered Nurse	\$52.91	Social Worker - MSW	\$40.07
Case Manager	\$55.55	Therapist - Physical	\$53.89
Clinical Lab Scientist	\$53.89	Therapist - Occupational	\$53.89
Pharmacist	\$75.69	Therapist - Speech	\$55.14
Social Worker - LCSW	\$44.81		

Should a Per Diem's individual base hourly wage be above the Per Diem base hourly wage rate for 2022, the Per Diem will receive a lump sum payout based on standard hours expected for the Per Diem as in the Per Diem agreement. The pay out will be 2% based on hourly wage rate.