



## CITY OF SANTA ANA

April 15, 2021

**RE: Support for Workers Subcontracted to Compass at Tenet-owned Hospitals**

Dear Misters McFarland, Grah, and Clayton,

As the first Vietnamese American Councilmember in Santa Ana, as a person whose family has received services at Fountain Valley Regional Medical Center, and as the representative for the ward with the highest number of Vietnamese residents in the city, I am writing in support of the 255 Housekeeping and Dietary workers subcontracted to Compass at your Tenet-owned hospitals: Fountain Valley Regional Medical Center, Lakewood Regional Medical Center, and Los Alamitos Medical Center.

I am particularly interested in the well-being of the staff, and therefore the patients, at your facilities because unlike most of Santa Ana, residents in my ward are more likely to visit your medical centers (like my stepdad did).

I have come to learn that in an effort to attract and retain staff, you have rightfully increased the minimum wages for all other hospital workers to \$18.20 at the start of the new year. However, you have rejected calls to increase wages for Compass workers at your facilities, despite the fact that your subcontracted workers make average wages well below this increase:

<b>Average Wages for Subcontracted Tenet Hospital Compass Workers</b>		
<b>Fountain Valley RMC</b>	<b>Los Alamitos Medical Center</b>	<b>Lakewood RMC</b>
\$15.69	\$15.70	\$16.28

This is not right. Subcontracted Compass employees work in the same facility as your other employees in the middle of the same pandemic, but they are treated as second-class workers at your medical centers.

I also learned that many healthcare workers, including dietary and housekeeping workers at your facilities, have become ill due to COVID-19 exposure. Most recently, two families of NUHW members at Fountain Valley Hospital and Los Alamitos Medical Center have been particularly impacted by COVID-19. These Compass workers fell ill with COVID-19 and infected their entire families. Ultimately, members of both families were hospitalized—but they are not alone. Compass maintains its profits by keeping wages low and cutting costs. This is reflected in the fact that only one out of every three workers

Letter to Ken McFarland, John Grah, & Kent Clayton  
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have health insurance through Compass, partly due to the high cost of insurance through Compass. Compass workers in Tenet facilities should be entitled to the same protections as Tenet workers in other facilities because they provide the same life-saving services to our community during this pandemic.

You need to do more than just call our hospital workers heroes. Bring the housekeeping and dietary worker wages up to \$18.20. End the subcontracting and bring the Compass members in-house. No frontline hero should be treated as second class workers. This is particularly important as these frontline heroes are just like those in my community—doing their best to keep their families safe while continuing with their duties. I can't help but imagine what it must be like if this were my aunt, uncle, or cousin facing this unfair treatment.

Should you have any questions or would like to speak to me about my support for the 255 Housekeeping and Dietary workers, please feel free to call me at (714) 822-1281 or e-mail me at [tphan@santa-ana.org](mailto:tphan@santa-ana.org).

Sincerely,

A handwritten signature in black ink, appearing to read 'tphan', with a long horizontal line extending to the right.

Thai Viet Phan  
Santa Ana Councilmember, Ward 1