

July 9, 2010



## Barlow Management Wants Us to Sell Out New Employees



Membership Meetings Scheduled to Review Offer

Our joint SEIU Local 121RN and United Healthcare Workers (UHW) Bargaining Team is united – united in mutual disgust at Barlow management’s economic offer for our new contract. Our Unions made a reasonable proposal that would allow Barlow to recruit and retain experienced RNs and healthcare workers.

But, not only did Barlow management offer us mostly nothing for pay raises, but they want us to agree to a two-tiered wage system that will give new workers even less incentive to work here. Why would we do that?

Where is management’s concern for patients and their continuity of care? Barlow is already simply a training ground for new grads to gain some experience and then move on to a better-paying facility. Currently, nearly 66 percent of Barlow’s staff has worked here less than five years.

Those of us who are full-time permanent employees are dedicated to our patients. Barlow is already below market wages for RNs and RCPs. Barlow proposed wage increases that could put the rest of Barlow employees below market rates.

It’s time for Barlow management to wake up and realize that the path they’re on only leads to continued loss of qualified and trained employees and marginalized patient care.

### The hospital offered us:

#### 12-hour employees:

- 1st year: Management will grandfather current employees in at their current rate of pay for 84 hours per pay period. **No raise.** This implies that new employees will work just 72 hours per pay period.
- 2nd year: 1 percent raise
- 3rd year: 1 percent raise

#### 8-hour employees:

- 1st year: 2 percent raise
- 2nd year: 1 percent raise
- 3rd year: 1 percent raise

#### Per Diem employees:

Existing per diem employees won’t receive a raise. Most new per diem employees will start at an even lower rate than they do now. RNs, Respiratory Care Practitioners and LVNs will receive anywhere from 40 cents to \$5 **LESS** per hour. **See chart on reverse side.**

### Come Voice Your Concerns!

**Wednesday, July 14**

7 to 7:30 a.m.  
Noon to 3 p.m.  
Break Room  
PIH

**Thursday, July 15**

7 to 7:30 a.m.  
Noon to 3 p.m.  
Williams Hall  
Barlow Main Campus

**Friday, July 16**

7 to 7:30 a.m.  
Noon to 3 p.m.  
Room 3339 (PT Room)  
Valley Presbyterian



“What they’re offering is laughable. That’s not a raise at all. The average pay rates they used for comparison are inaccurate. I’m not even at their average rate for Barlow and I’ve already worked here for 10 years.”  
**Maria Samoza, RN**

Please See Reverse Side



The hospital wants to raise \$10 million for their new Pavilion. Don't let them do it on our backs! Come to one of our Membership Meetings to discuss the offer, voice your concerns and help our Bargaining Team come up with ideas.

## Management's Proposed Per Diem Rate Change to Impact New Hires

<u>Job</u>	<u>Current</u>	<u>Proposed</u>	<u>Change</u>
RCP	31.14	30.62	-.52 p/hr
RCP III	36.48	35.28	-1.20 p/hr
X-Ray Tech	32.47	27.47	-5.00 p/hr
LVN	26.12	25.72	-.40 p/hr
RN — Staff	40.72	40.09	-.63 p/hr
RN — PCC	41.77	41.09	-.68 p/hr
RN — ICU	43.95	43.29	-.66 p/hr

## Barlow Claims They Don't Have a Retention Problem... Records Show a Different Reality

<u>Years of Service</u>	<u>#RNs</u>	<u>% Unit</u>	<u>#UHW</u>	<u>%Unit</u>
Less than 1 Yr	34	38.2	36	19.1
1-5 Years	30	33.7	87	46.3
5-10 Years	9	10.1	34	18.1
10-15 Years	4	4.5	11	5.9
15-20 Years	4	4.5	6	3.2
20-30 Years	4	4.5	12	6.4
More than 30 Yrs	4	4.5	2	1.1

“The wages they are comparing us to include outlying areas with substantially lower cost of living and wages. Plus, I believe the numbers are more than a year old. They used a proprietary study that we can't look at ourselves to see how the numbers are formulated. We know wages here are bad. We have people commuting here from Bakersfield and Barstow because wages are similar there, in cities with much lower cost of living.”

**Rafael Sandoval, RCP**



Please attend one of our membership meetings to hear more about management's offer and voice your concerns.

**See schedule on opposite side.**