

# Tarzana Needs to Plan for the Future, not Wish for the Past

Providence Tarzana management has told employees that the hospital is losing money and in bargaining they proposed dropping our wage scales by 6 percent over two years. This would freeze existing RN wages at their current rate. New RNs, however, would start at a rate 3 percent lower in 2011 and 6 percent lower in 2012.

Tarzana is a great place to work and our Union contract has kept RNs and pros working at the hospital for many years, thus increasing their pay rate and cost to the hospital. However, many can not afford to retire.

**A whopping 30 percent of Tarzana RNs are over age 55.** Manage-

ment could encourage these employees to retire with an improved retirement plan — a Golden Handshake, if you will — and/or a retiree health insurance plan.

And how will Tarzana get new grads to work here if their rate for new grads is lower than other area hospitals?

Tarzana **will have no edge** in attracting RNs since wages won't be enough to compensate for Tarzana's lack of retirement plan options. Other area hospitals, including Providence's own St. Joseph Medical Center, offer more toward an RN's retirement.



← “We used to be called off but now we are short staffed. That’s a fact. Hospital administration has said they are losing money. Our concern is how they are administering the money because the census is continually running high and our rooms are all full.” - **Angie Jimenez, Peds**

**Our Bargaining Team:** Jim Owen, Karen McDaniel, Karen Pelone, Sue Stephens, Sandy Thompson and Julia Clare.

→ “I have been doing rounds in the hospital. I rarely see an empty bed. I don’t understand how Dale says we could be losing money. If the hospital is losing so much money, why is it hiring so many new grads? If they are losing money, they are not showing it.” - **Sheila Harry, Float**



Tarzana management is currently making a concerted effort to hire new grads and 12 to 15 percent of Tarzana's workforce has less than two years of experience. If Tarzana's experienced RNs are too expensive — and we've earned our pay grade — why doesn't Tarzana management offer us an incentive to retire instead of trying to guilt us into it? Guilt doesn't pay the bills. **Heck, after 30 years of service, RNs at St. Joseph have reached their maximum retirement earning potential, thus encouraging a dignified retirement.**

[www.seiu121rn.org](http://www.seiu121rn.org) / Union Rep Judith Serlin: (213) 247-4584

## Upcoming

**May 3:** 121RN Scrubs Giveaway / 6:15 to 6:45 a.m. and p.m.  
Burbank lot entrance & Etiwanda parking lot

\* Union Reps in the Cafeteria all day to answer questions

**May 4:** Negotiations continue

**May 5:** Membership Meeting / NCR 3 / 5:30 p.m. to 8:30 p.m.

**May 6:** Black Friday — Wear your black 121RN scrub top!