

Our Contract Proposals

Our team has come to every bargaining session fully prepared to bargain to a settlement. But we will not settle for an agreement that results in a wage freeze for current workers and lower wages for new employees. Management needs to come to the table with fair and equitable proposals.

Our key contract proposals:

- Maintenance of the current wage scale
- Maintain Charge Differential at 10%
- Retirement Program similar to that which St. Joseph employees receive
- No subcontracting of our jobs!



What is our Union?

Our Union is the whole of all RNs and professionals who are employed at Providence Tarzana. *We are our*

Union 101

Union! In order to win competitive wages and benefits and patient and nurse safety language in our contract, we must stick together and fight for a contract that's good for everyone in our Union. *This is called collective bargaining.*

We pay dues to support our Union so that we pay our share of retaining our Union Representatives as well as Union support staff, such as attorneys, RN specialists, research and communications experts, the executive director and more.

Why do we ask members to wear stickers and Union colors and/or scrubs?

Wearing stickers and Union colors is a visual statement to management that we are united in the fight for a strong and fair contract. It shows that we are talking with each other about the contract and we are willing to stand up for our con-

tract! The more members who wear stickers and colors, the stronger the statement.

What is an Informational Picket and why do we hold them?

An informational picket is held in order to let our patients and the greater public know about our issues. Much of the language we fight for in our contract has to do with patient and/or nurse safety, and everyone has a stake in something like that. In the past, we have fought to have staffing ratios and safe needle practices written in our contract – things that we take for granted today. During an informational picket, members would walk the line with a picket sign just like in a strike, only you would do so during your off time — during lunch, before or after work or on your day off.

- During an informational picket, our Bargaining Team expects members to be on the picket line for at least two hours before or after shift or around lunchtime.

Our Bargaining Team

Jim Owen
Karen McDaniel
Karen Pelone

Julia Clare
Sue Stephens
Sandy Thompson



For Local 121RN Members at Providence Tarzana Hospital Medical Center

It takes a lot of participation by members to keep everyone informed, help our Bargaining Team get a good contract and to build our Union! On this page are Tarzana members who have volunteered to serve their unit by serving as a Union liaison. Let's thank these members for going above and beyond the call of duty!

If you have questions about bargaining or how our Union can help resolve workplace issues, please contact a liaison in your unit or one nearby.



Ramona Kawahara

**Peds / PICU
DOU**

Angie Jimenez, Wendy McKinsey
Mary Rumohr, Rorelie Lavares, Carmen Vasquez, Jacqueline Natividad,
Fe De Guzman, Daisy Kirkness, Chawewan Paradowelai

**Med/Surg 4th
ICU
CVICU
CVU**

Georgia Levenberg, Bolette Arancel
Gertry Comden, Carmen Verano, Ramona Kawahara
Kathy Parlevliet, Georgina Karson, Lillian de la Cruz
Yesenia Saravia, Vicky Heishan, Julie Company

**NICU
OR/PACU
Clinical Lab
ER**

Pam Senuty
Jan West
Ronald J. Cunanan
Luke Hallberg

**Float Team
Post Partum
L&D**

Sheila Harry
Jaime Davis, Verlicia Patterson
Adina Grod, Jane Maruyama

**Misc.
PT**

Laura Zempel
Golan Stuchinsky

**Case Manage.
Pharmacy
OP 6**

Shirley Drown
Roger Weeks
Debbie Philbrook



Ronald Cunanan



Carmen Vasquez,
Jacqueline Natividad



Ed Cadiz, Randi Shano, Karen Shano



Carmen Verano

Info Picket Status

Our Bargaining Team meets again with management on June 6 & June 9. They will decide whether to schedule the informational picket we authorized depending on what happens during bargaining.

Don't know what an Info Picket is or how it helps in contract negotiations?

See back page for the answer!

Our Perspective: Union's Take on CEO Surowitz's Recent Letter

We support the hospital's attempt to communicate with the staff during these contract negotiations. However, we wish that the letter written by CEO Dale Surowitz was more factual in some places. The hospital has made many proposals to our Union Bargaining Team, most of which are take-away proposals.

With that said, following are some of our concerns regarding Mr. Surowitz's May 19 letter to RNs and Professionals.



"We were able to reach agreement on clinical nurse levels and specialty pay, adding employees who can be eligible for specialty pay."

Union: We agree it was successful. After day-long negotiations, the hospital agreed to maintain the status quo on our Clinical Ladder and added employees who will be eligible for specialty pay.

"... an agreement signed when the hospital was already for sale and economic conditions were very different from today."

Union: Surowitz said the hospital inherited the agreement negotiated under Tenet. However, he forgot to mention that he was the CEO of Tarzana when the agreement was signed. We are certain that when the original language was negotiated, hospital leadership, including Surowitz, knew fully what they were getting into. We understand that there is now different leadership and different reimbursements required by Providence. However, any time there is a change of ownership, all aspects of the company are scrutinized. Are we to believe that Providence was unaware of the 121RN contract and its requirements? Is Providence trying to say that 121RN members are no longer worth what they once were simply because of an ownership change and economic conditions?

We also understand that we're in different economic times and conditions. Our union will be reasonable, but we can't use the economic times to turn back the clock on our contract. Regardless of leadership, economy and any other factor, many of us (Dale included) have worked at Tarzana for many years. We not only worked under Tenet but also AMI. Corporate affiliations may change, but our hospital overall is successful in large part due to our contributions and we are proud to work here!

"... wage increases for the 121RN Professional Bargaining Unit has far outpaced cost of living adjustments with some bargaining unit employees receiving increases as high as 9.25% in each of the last four years. As a result, average 121RN Professional staff compensation at our hospital is 22% above the market for our area."

Union: Only those employees who were below the scale previously negotiated received 9.25 percent. Surowitz doesn't mention that many employees received the minimum increase of 3 percent. We have asked hospital management for documentation that anyone is 22 percent above market for our area. Even if that figure were true, Surowitz neglects to mention that employees at other area hospitals -- even Providence's own St. Joseph -- receive a much better retirement plan than Tarzana employees, making the difference in total income miniscule.

"We feel strongly this will ensure that the Tarzana professional staff will become more aligned with other Providence Health System hospitals..."

Union: At this point, the management team has refused to grant Tarzana members the same retirement plan that other Providence employees receive. Although the hospital may think this makes the hospitals more aligned, it is like comparing apples to oranges. Tarzana has more long-time staff; something that can't be compared to hospitals with a collectively "younger" staff.

"Maintain base wages at their current levels for the next two years which we believe will keep us market competitive. Contrary to what the union has said and implied, we have proposed that base wage rates will not be reduced for any of the bargaining unit employees."

Union: We have conveyed this message to employees. However, what Surowitz isn't saying is that the hospital wants to lower the scale by 6 percent over two years, putting many employees above the current scale. This not only destroys the wage scale we spent many years working toward, but also eliminates the structure for step raises based on longevity. And management has said that new employees would be subject to the new wage rates, thus lowering wages for incoming RNs and professionals.

"Achieve equity among the professional staff wages."

Union: The hospital's proposal to lower the wage scale does the exact opposite. And if someone wants to climb the Clinical Ladder, the proposed wage freeze takes away the incentive since folks may get a wage decrease for trying to better themselves.