

BARGAINING UPDATE



MARCH 20, 2019

Economics On the Table



Negotiations shifted to economics as our UNAC/UHCP-FVPA bargaining team put proposals on the table that will raise wages across the board, increase shift differentials and education incentives for all bargaining unit nurses and health professionals, and make other economic improvements. And our proposal will align the pay rates of all bargaining unit members who were left behind when management created a new wage grid back in April 2018.

We need your support each day of bargaining as we await a response from management at Fountain Valley Regional Hospital/Tenet. Our team also proposed important new language for adequate meal and break coverage in order to keep every shift within nurse-to-patient ratios under Title 22, at all times. Our bargaining team opened the March 19 session with proposals that include:

- across the board increases for all classifications to make Fountain Valley competitive with area wages.
- improvements to shift differentials, weekender, preceptor and per diem rate, and
- increased differentials for earning advanced RN degrees.

Our next bargaining days are March 26 and March 27 at Courtyard Marriott. Read and share this bargaining update with other members on your unit.

Tentative Agreements

Over the course of bargaining, union and management negotiators have mutual agreements on the following sections of the contract:

- Article 3: Employee Status
- Article 5: Job Posting and Filling of Vacancies
- Article 6: Non-Discrimination
- Article 7: Harassment
- Article 12: Floating
- Article 18: Education Benefits
- Article 19: Leaves of Absence
- Article 20: Job Security
- Article 21: Management Rights
- Article 24: Work Stoppage

- Article 25: Notices
- Article 26: Savings Clause
- Article 27: Entire Agreement
- LOU#1: Grandfathering of Shift Differential
- Appendix B: Weekender Program
- Appendix E: Per Diem Agreement
- New Article: Technology

Bargaining Calendar

| DATE | TIME |
|----------|-----------------------|
| March 26 | 10:00 a.m.- 5:00 p.m. |
| March 27 | 10:00 a.m.- 5:00 p.m. |

All sessions at Courtyard Marriott
 9950 Slater Avenue
 Fountain Valley, CA 92708
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