



# Let's All Work Together to Improve Encino

**"Our staff is dedicated to the delivery of patient care and we need motivated, positive-thinking staff to deliver the best care possible. We will stay united in support of our proposals and our union contract."**

**— Nene Ruelo  
Bargaining Team**

**"I am on the bargaining committee because this is our Union and we stand for improving the nursing profession and our current standards of care. In no way should we ever compromise our standards."**

**— Grace Haidenthaller  
Bargaining Team**

**Floating Clusters:** The hospital is determining the direction of the hospital and is working on plans concerning some of our units. Management made a proposal that absorbs DOU into Med Surg or Critical Care and told us they do not anticipate layoffs. As soon as we receive more information, we will pass it on to you.

## Prime Proposes Take-Aways

Since Prime Healthcare acquired Encino in 2008, Prime and Encino RNs have worked well together as a team. Prime's turnaround of our hospital was almost instantaneous. In 2009, Encino showed a profit for the first time since 2002 and, according to OSHPD data, we are showing a profit for 2010. We have significantly increased revenues from private insurers, kept a better handle on our supplies, and made other changes which have made our hospital profitable.

We, Encino Registered Nurses, are doing our part to help our hospital succeed — sticking with our hospital through thick and thin. We have provided our patients with the best care possible during much uncertainty, working extra as needed and accepting call-off as a part of our sacrifice to improve our hospital's bottom line. We are proud of our hospital and stand committed to our patients.

Our bargaining team would like to make sure this partnership continues. On January 18, we met with management and presented many of our non economic proposals. Many of these proposals are no change or contain minor changes, such as in articles on the Patient Care Committee and disciplinary language.

Toward that end, we are moving forward. We have already have four tentative agreements on standard issues of Non-Discrimination, Harassment, Sub-Contracting and Savings Clause.

The hospital provided us with many of their non-economic proposal and we are hoping that they will change their approach. Several proposals contain takeaways — limiting access to our union rep., challenging accepted union security practices, eliminating or limiting union committees which meet with the hospital, challenging employee rights to participate in the union and limiting our ability to address our concerns as patient advocates.

**Our Bargaining Team** ▼



**Grace Haidenthaller**



**Muti Jarrett**



**Homer Marmol**



**Nene Ruelo**