

## Hospital Sticks With Wage Freeze Proposal

Providence management continues to seek our Bargaining Team's approval of their two-year proposal to freeze RN wages and lower the wage scale for new RNs by 3 percent each year. Our Union has fought hard over the years to establish an equitable wage scale that recognizes an RN's years of experience and rewards dedicated employees. Providence Tarzana is a successful hospital due in large part to the loyal and hard-working staff who choose to spend their careers here.



### Hospital's Proposal

- Destruction of our wage scale
- No step raises
- Decrease in Charge Pay for all new Charge or Relief Charge RNs
- Management ability to subcontract our jobs
- And many other takeaways

### Our Union Proposal


- Maintenance of current wage scale
- Maintain Charge Differential at 10%
- Retirement Program similar to St. Joseph employee package
- No subcontracting of our jobs!

## Hospital to Discontinue Dues Deduction

Hospital management distributed a letter to 121RN members Monday with notice that they will discontinue dues deduction now that our contract is expired. They also detailed how to quit our Union. This is a common tactic employers use to try to weaken or break Unions when management feels threatened.

There is no need to panic: Our Union is strong and management can not make us quit our Union. Our members determine our Union membership.

One way we can do our part in keeping our Union strong is by continuing to pay our dues on our own. Our Bargaining Team and others are committed to a seamless transition to paying dues without management's help. To that end, our Union has set up flat monthly rates and easy ways to pay.

1. Members will receive monthly statements detailing the flat rates and where to mail your check.
2. You can set up automatic monthly dues deductions or make a one-time payment using your credit card or checking account through our website at [www.seiu121rn.org](http://www.seiu121rn.org).  Go to the Providence Tarzana page under "Our Hospitals" in the purple bar at the top of the page. Then click on the first article on the page. You will then follow the instructions to input payment amount and account information. You do not need a PayPal account of your own. **This one-time set-up is quick and easy!**

If you have problems setting up a PayPal payment, please contact Membership Administrator Ruben Garcia at (909) 786-7089 or (626) 639-6160.

## Union Dues

Since Tarzana management plans to discontinue deducting Union dues from our paychecks, our Union is asking that we pay a flat fee based on the number of hours worked. This shows management that we stand united in our Union and discontinuing dues deduction is not going to stop us from fighting for a fair contract!

### The rates are:

Greater than 120 hours per month	\$77
49 to 120 hours per month	\$46
12 to 48 hours per month	\$15
Less than 12 hours per month	0

### Mail payments by check to:

Ruben Garcia, Membership Administrator  
SEIU Local 121RN  
1040 Lincoln Avenue  
Pasadena, CA 91103

Or, go to [www.seiu121rn.org](http://www.seiu121rn.org) and click on the "Pay Your 121RN Dues" article on the Providence Tarzana page under "Our Hospitals" in the purple bar at top.

## What was it like to have no Union?

Have you ever thought about what it was like before we joined together in our Union? Some of our long-time RNs and Pros remember when:

- We worked every other weekend with no hope of ever having additional weekends off.
- Layoffs were based on who the managers liked instead of who had the most seniority.
- We had no voice in patient care, no voice in policy and/or procedural decisions and no voice in workplace issues.
- Extra shift scheduling and call-off were determined by favorites rather than seniority.
- Mandatory overtime was common.
- Some employees would get a raise, some would not. You never knew.



## Our Bargaining Team

Julia Clare  
Karen McDaniels  
Jim Owen  
Karen Pelone

Sue Stephens  
Sandy Thompson  
Luke Hallberg, Alternate  
Sheila Harry, Alternate

## Tarzana Member Dues Payment

Name \_\_\_\_\_

Payment for Month of \_\_\_\_\_ Contact Phone # \_\_\_\_\_

Number of Hours \_\_\_\_\_ Payment Amount: \_\_\_\_\_

Mail to address above and don't forget to enclose your check. Thank you for continuing to support our Union!