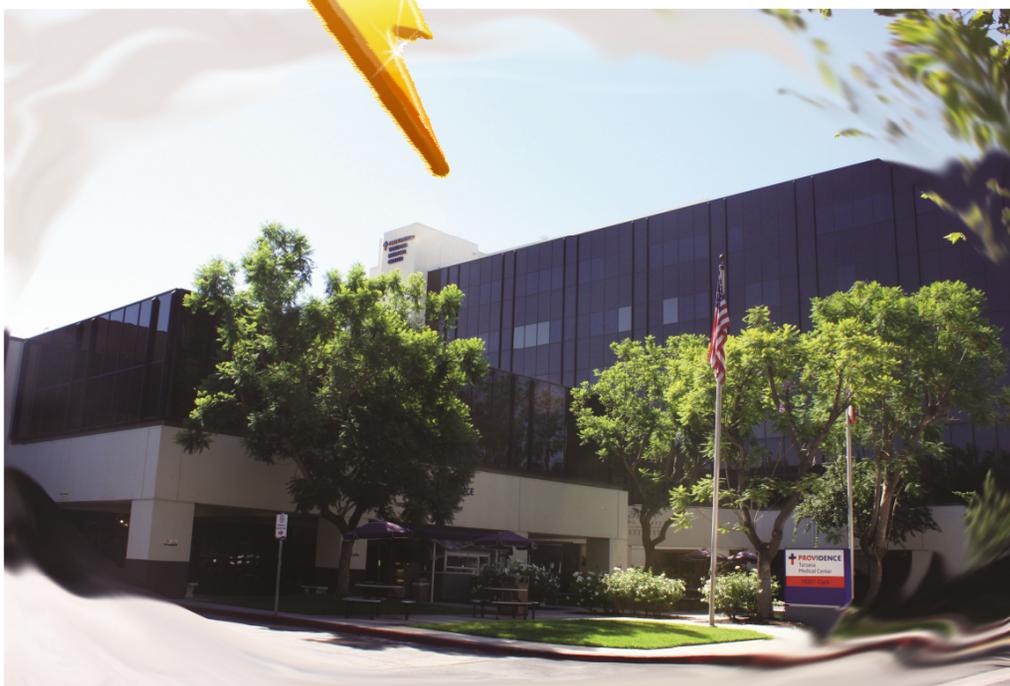


# Providence Tarzana Medical Center Gray Skies Ahead?



**Dear Tarzana Community Members:**

We want to thank the **hundreds of community members who signed the petition** to support Tarzana Registered Nurses and Professionals in our contract negotiations with Providence management. It means the world to us that you understand our concerns. We only want the absolute best for our patients.

In order for us to continue the excellence of care provided to patients at Providence Tarzana Medical Center, we need the ability to retain the most skilled RNs and Pros and attract the best new employees. To do so, we feel it's imperative that we keep our current wage scales that are specifically designed so that bedside caregivers with an equal amount of experience are paid the same amount. This provides equity and fairness to all employees, and **shows new employees that they are guaranteed** a specific pay rate based on their years of experience.

You may wonder why it's so important to keep these wage scales.

**Here's why:** Nurses and Pros at Providence Tarzana have never been provided with an adequate retirement plan. RNs and Pros at Tarzana have always accepted that the somewhat higher pay **in some classifications** was a means to compensate us for the lack of a real retirement plan. Providence currently provides a 403b plan generally used by companies to **supplement** a defined-benefit retirement program or pension.



Many neighboring hospitals and other Providence facilities offer much more significant retirement programs. We have a tentative agreement with management to implement at Tarzana the retirement programs that are available at Providence St. Joseph. This is good news and will be helpful for younger employees. However, for the nearly one quarter of RNs and Pros who have been at Tarzana for longer than 20 years, this plan is too little too late. Most will see little benefit because they will be retiring within five to 10 years.

Many RNs and Pros are already taking a paycheck hit because they are "called off" due to low hospital admissions. **In recognition of the weak economy, our Bargaining Team has already agreed to a two-year wage freeze for current employees who are at the appropriate level on the wage scale and not due a longevity step increase.** We feel strongly that destroying our wage scales will hinder our bargaining unit of RNs and Pros from ever again attaining wages comparable to surrounding hospitals. CEO Dale Surowitz says we're paid well-above the market average. But if management's plan comes to fruition, **our new grad RNs will make \$4 per hour less than other area hospitals.**

We respect and care for our patients and community. **We will not agree to put Tarzana Medical Center in an inferior position when it comes to hiring the very best Registered Nurses and Professionals.**

**Sincerely,**

**The Tarzana Chapter SEIU Local 121RN Bargaining Team**

Jim Owen, RN, Karen McDaniel, RNC, Karen Pelone, RNC,  
Sandy Thompson, RN, and Sue Stephens, RNC



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