

Who Puts the Care in Caring?

Providence Tarzana Medical Center RNs & Professionals



When you or your loved ones are admitted to the hospital or have to take a trip to the ER, who provides most of the care and caring?

It's your **Registered Nurse** who spends the most time & energy helping you get well.

Are Nurses Valuable?

Can you imagine a hospital management system that does **not value** its nurses? Can you imagine a hospital system that wants to completely ruin its own ability to recruit and retain highly skilled Registered Nurses and Professionals like pharmacists, dieticians, lab scientists, occupational therapists and social workers?

We, the **Registered Nurses and Professionals at Providence Tarzana Medical Center**, can. Providence Tarzana management is trying to do so right now. Even though Providence promised when they purchased the hospital in 2008 to keep the health of the community, patients and employees as its priority, when it comes right down to it, **money wins**.



The Hospital Proposal is Grim

Providence Tarzana's final economic proposal to RNs and Professionals for our upcoming contract contains all take-aways:

- Freeze all wages for two years
- No across-the-board or step raises for two years
- Reduce the current wage scale by 3 percent in 2011 and another 3 percent in 2012

"I have proudly stood with the registered nurses and professional staff at Providence Tarzana Medical Center who are delivering high-quality and caring services on a daily basis to their patients. I stand with them again today in their insistence that any new agreement must insure that these highly trained professionals continue to be there and are able to maintain the standard of care that the community has come to know and count on. I trust that the negotiations will go forward in good faith to this end."

Julia Brownley
Assemblymember



We Already Agreed to Freeze Our Wages

Our RN and Pro Bargaining Team is aware of the shaky economic times and the need to be cautious. Our team has already agreed to the wage freeze, a reduction in call-back pay, and reducing educational reimbursement by half.

However, to eliminate step raises that reward longevity won't give employees any reason to stay at Tarzana, and reducing the wage scale by 6 percent after two years will put wages for new Tarzana RNs lower than almost all other area hospitals.

Thanks, Mr. Surowitz

When the highly skilled RNs and Professionals at Providence Tarzana start **flocking to other hospitals**, here's who to thank:

- Providence Tarzana CEO Dale Surowitz
- Providence Health Systems Attorney Doug Hart
- Providence Tarzana Human Resources Director Jo Lewis
- Providence Senior Manager Arnold Schaffer

We're not asking for a raise for everyone. We're asking that RNs and Pros continue to be rewarded with step increases for various lengths of service and that we maintain our wage scale for when economic times are better. We've already agreed to a freeze of current employee wages for two years.



"I supported the Providence purchase of Tarzana Medical Center, as did their nurses and professionals, only because Providence assured us, at the time, that the purchase would benefit the community, as well as patients and employees. It is, therefore, truly disappointing to watch Providence flaunt the support of employees

when they needed it for their gain and then turn around and jeopardize the quality of patient care by eliminating language that enables the hospital to recruit and retain highly skilled nurses and professionals. Providence needs to take a second look at what really constitutes their bottom line."

Sheila Kuehl
California State Senator, District 23, 2000-2008
California State Assembly, District 41, 1994-2000

How You Can Show Support

Please support your Providence Tarzana RNs and Pros. It's easy: Sign our electronic petition by going to www.seiu121rn.org and clicking on the "Support Tarzana RNs" link in the "Take Action" box at top right.

We just need your name and ZIP Code. If you like, you can also share an inspiring or memorable experience you had with a Tarzana RN or Professional.

Your Providence Tarzana RNs & Professionals are here to serve our community and past and future patients. Do us this small favor to help us in our quest to keep the **best employees** at Providence Tarzana Medical Center.

Paid for by SEIU Local 121RN

If you don't want to fill out the form on the Internet, here's one you can mail in:

Name _____ ZIP Code _____

Email address (optional) _____

Would you like to receive email updates from SEIU Local 121RN? ☐ YES ☐ NO

Mail to: SEIU Local 121RN, 1040 Lincoln Avenue, Pasadena, CA 91103