

‘FAIR SHARE’ PAYMENT INFORMATION

The union reduces your fees from the standard amount of periodic dues proportional to the percentage of the union’s total expenditures that are not germane to collective bargaining. This ‘fair share’ fee is currently 85.67% of the 1.65% dues (or the equivalent of 1.41%). The percentage is determined by an independent auditor’s report each year.

Dues payments have a monthly cap of \$135/month or \$62.31 per pay period, so the Beck fee cap will be \$115.65 or \$53.38 per pay period.

The fair share fee reflects your share of the union's expenditures for collective bargaining, grievances and arbitrations, contract administration and representation, as well as other matters germane to collective bargaining. The types of activities that may be used in the calculation of your fair share fee include the following (but not all are necessarily included in each year):

- Preparation for negotiating collective bargaining agreements.
- Negotiating collective bargaining agreements.
- Adjusting grievances and conducting arbitrations pursuant to collective bargaining agreements.
- Conducting ratification proceedings for negotiated collective bargaining agreements.
- Providing information on the negotiations, or provisions in collective bargaining agreements, as well as on matters relating to representation in the collective bargaining process and contract administration.
- Purchasing books, reports, and advance sheets used in matters relating to representation in the collective bargaining process and contract administration.
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- Paying technicians and professionals in labor law, auditing, economics, and other subjects for services used in (a) negotiations and administering collective bargaining agreements, (b) processing grievances and conducting arbitrations, and (c) administering the fair share fee procedure.
- Publishing those portions of newspapers, newsletters and other communications which relate to bargaining and representation.
- Participating in lawful impasse procedures, and fact-finding, mediation, arbitration, and/or economic action intended to secure favorable collective bargaining agreements and favorable resolution of grievances.
- Prosecuting and defending litigation or charges before administrative agencies relating to ratification, interpretation, or enforcement of collective bargaining agreements.
- Prosecuting and defending litigation or charges relating to concerted activity, the duty of fair representation and collective bargaining, as well as collective bargaining agreements, and any other chargeable activities.
- Communicating with community organizations, civic groups, government agencies, and the media regarding the Local’s position on work-related matters.
- Providing social and recreational activities open to all represented

employees.

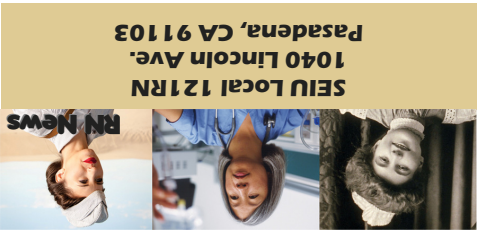
- Governing the union and conducting union elections.
- Conducting general membership meetings and conventions.
- Non-professional expenses incurred in administering the fair share fee procedure.

The types of activities that have been **excluded** in the calculation of your fair share fee include the following (but not all are necessarily included in each year):

- Training in or actual voter registration, get-out-the-vote, and political campaigns.
- Supporting and contributing to charitable organizations.
- Supporting and contributing to political organizations and/or candidates for public office.
- Supporting or contributing to ideological causes and committees, including ballot measures.
- Supporting and contributing to activities relating to foreign affairs.
- Providing benefits available only to members.
- Litigation not related to collective bargaining or the union’s function as an exclusive representative.

A represented employee has the right to challenge the criteria applied by the independent auditor which determined the amount of the fees which can be charged to the employee. If you wish to file a challenge, then you must send a letter of challenge by certified mail to the local union office within 60 days of receipt of this information. If you believe you are entitled to pay a lower fee than the amount indicated in this notice, then so indicate as well as the amount you believe is reasonably in dispute. The Union will place into an interest-bearing escrow account the amount of allegedly non-chargeable expenses that is reasonably in dispute.

The Union has established a third party procedure with the American Arbitration Association where an impartial arbitrator following a hearing will determine any challenges as to the criteria, expenditures and conclusion as to the fair payment. The arbitrator will be selected by the American Arbitration Association. All challenges will be consolidated for a single hearing, and there shall be only one fair share arbitration hearing each year. The Arbitrator’s fees and expenses will be paid by the Union. An employee filing a challenge shall bear his or her own expenses for representation at the hearing. The arbitrator shall have authority to determine a fair share fee and order any adjustments therein and refunds to the challenging employees or to the Union from the interest-bearing escrow account, which in the opinion of the arbitrator are warranted. If requested by the arbitrator, the Union will provide a verbatim transcription of the hearing and pay for a copy of the transcript for the arbitrator, as well as a copy for the Union. If the challenging employees desire to obtain copies of the transcript of the hearing, they shall have the right to do so, but at their own expense. An employee filing a challenge will have the right to inspect any of the financial records at the offices of the Union that formed the basis for the Union’s calculations. The fair share payers who file challenges will receive a copy of the Rules of the American Arbitration Association, as well as the date and location of the arbitration hearing.



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First Quarter 2016

121RN MEMBERS UNITE & WIN HUGE VICTORIES!

It was a busy year of big wins for SEIU 121RN members across Southern California. Members at 13 121RN-represented facilities reached agreement on new contracts with management at their respective facilities in 2015.

Members at Garfield Medical Center, Greater El Monte Community Hospital, John F. Kennedy Memorial Hospital, Kaiser Moreno Valley Hospital, Los Robles Hospital & Medical Center, Northridge Hospital Medical Center, Pomona Valley Hospital Medical Center, Providence St. Joseph Medical Center, Providence Tarzana Medical Center, Riverside Community Hospital, St. John’s Pleasant

Valley Hospital, St. John’s Regional Medical Center, and West Hills Hospital & Medical Center, all negotiated and settled new collective bargaining agreements with healthy across-the-board raises, affordable healthcare plans, and increases in other areas of compensation in order to attract and retain experienced Registered Nurses and professionals.

In this issue of RN News, we’ll take a look at the best parts of the contracts members fought for and won in the past year, as well as nurse-friendly legislation we’ve promoted, and the fun we’ve had!

(CONTRACT WINS) 2015



Providence Tarzana RNs and Professionals won a 9.75% increase in wages over the 3 years of their new contract.



John F. Kennedy Memorial RNs fought for and won a new 30-year longevity step on their wage scale.



Garfield Medical Center and Greater El Monte Community Hospital RNs won 10.5% raises over four years!

CONTINUED ON PAGES 6-7

Dignity Health RNs at Northridge Hospital Medical Center, St. John’s Regional Medical Center, and St. John’s Pleasant Valley Hospital.



10.5% raise over 4 years!



121RN President Gayle Batiste gets her dance on.

MEMBERS, STAFF WIN BIG AT HOLIDAY CASINO NIGHT

Southern Calif. firefighters' 'Spark of Love' campaign nets \$800+ donation

Our Dec. 5, 2015 Holiday Casino Night party for members and staff was a huge hit, with about 25 themed baskets raffled. The baskets included baking kits, movie nights, gardening supplies, and Shopkins and art supplies for kids, as well as themed collections for wine aficionados, chocolate lovers, foodies, and more.

Proceeds from raffle ticket and alcoholic beverage sales were donated to the holiday campaign by Southern California Firefighters, "Spark of Love" -- totaling \$830 and a big box of donated toys!

Members and staff enjoyed poker, Blackjack, Craps and Roulette played with funny money. Those with the highest monetary value in chips were awarded prizes throughout the night. A grand prize of \$225 worth of gift cards was awarded to the top winner at the end of the evening.



St. John's Regional in the house!



Some of the prize baskets that were raffled as a fundraiser for "Spark of Love."



Matt Montoya, president of the Encino Hospital Medical Center chapter of 121RN (center), enjoyed the night with his family.



Members from Garfield Medical Center and Greater El Monte Community Hospital during the Informational Picket at Garfield on June 10, 2015.

GARFIELD MEDICAL CENTER AND GREATER EL MONTE COMMUNITY HOSPITAL

- 10.5% pay increase over 4-year term
- Across-the-board raises applied to wage scale
- All nurses to be brought to appropriate level on wage scale
- Weekend, evening and night shift differentials all increased by \$1 per hour
- Healthcare benefits to return to 2014 status upon contract ratification
- When 12 or more patients in Rehab, a CNA will be assigned
- Ventilated Telemetry patients requiring extra care will have maximum nurse-to-patient ratio of 1 to 3
- Clinical Ladder raises between levels 2, 3 and 4 to increase by 1/2% retroactive to April 1, 2015; 1% in 2016; 1.5% in 2017; 1.5% in 2018.



The picket informed Monterey Park residents of AHMC Healthcare's unfair contract proposals.



Hundreds of SEIU 121RN members joined in an Info Picket in front of Garfield Medical Center on June 10, 2015.

JOHN F. KENNEDY MEMORIAL HOSPITAL

- 8.25% pay increase over 4-year term
- 6.25% increase to wage scale over 4 years
- RNs above scale will receive 1% lump sum payment based on FTE status each year
- 30-year step added to scale in 2016
- Transitional Care Duties: Pediatric nurses to perform on a voluntary basis only. Mother Baby nurses will receive one week of orientation to transition duties, at least two days of which shall be consecutive. An additional week will be provided at the nurse's request.
- RNs now have the option to use PTO or not for any absences
- Fees for achievement or maintenance of a certification for the purposes of advancing through the Clinical Ladder are eligible for reimbursement up to \$2,000.

NORTHRIDGE HOSPITAL MEDICAL CENTER, ST. JOHN'S REGIONAL MEDICAL CENTER, AND ST. JOHN'S PLEASANT VALLEY HOSPITAL



- 10.5% pay increase over 4-year term
- Improved floating language
- Improved safe patient handling language
- New time table for unscheduled absences
- Management now has time limits on imposing discipline
- New free medical plan
- NICU staffing to be 1:2 at all times
- Preserved 1-year cleansing period for unscheduled absences

(CONTRACT WINS) 2015

PROVIDENCE TARZANA MEDICAL CENTER

- 9.75% pay increase over 3-year term
- Maintenance of current Job Security language (Successorship)
- Employees currently below scale to be brought to appropriate step after ratification
- Adjusted Pharmacist scale to reflect true hiring rates and all Pharmacists will receive pay increases
- Members above scale receive lump sums equivalent to 2% in year 1, 1.75% in year 2 and 1.75% in year 3
- Per diem rates for RNs increase to \$58 after ratification, \$59 in year 2 and \$60 in year 3
- Evening shift differential increased to \$3.50/hr and night shift differential increased to \$4.50/hr



RN and Professional members at Providence Tarzana Medical Center overwhelmingly ratified their new contract during voting in October 2015.



CALIF. SET TO DEBUT 1ST WORKPLACE VIOLENCE PREVENTION STANDARD IN JUNE - THANKS TO SEIU 121RN & NURSE ALLIANCE

SEIU Local 121RN and SEIU Nurse Alliance of California launched the California Safe Care Standard campaign in 2012 to petition Cal/OSHA – the government agency in California charged with protecting workers from health and safety hazards on the job – to promulgate a comprehensive workplace violence prevention standard to cover all workers in the healthcare industry here in the state.

Healthcare workers experience violence on the job at staggering levels compared to workers in other industries. In fact, along with social service workers, they make up more than 70 percent of violent assaults in the workplace.

With the support of other healthcare unions, health and safety advocates and workers' rights organizations, the campaign petitioned the Cal/OSHA Standards Board in February 2014 and that June the Board voted unanimously to accept our petition for a new standard. By July 2016, we expect that California will have the country's first workplace violence prevention standard.



SEIU 121RN AND SEIU NURSE ALLIANCE OF CALIF. MEMBERS TURNED OUT TO A DEC. 17, 2015 CAL/OSHA STANDARDS BOARD IN SACRAMENTO, URGING THE BOARD TO RETAIN ANTI-BULLYING AND INTIMIDATION LANGUAGE.



AM Alert: California considers regulations to prevent violence against health care workers

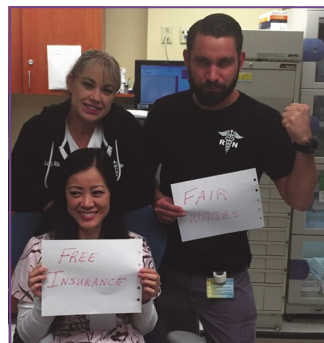
DECEMBER 16, 2015
BY ALEXEI KOSEFF

The risk of workplace violence is particularly acute for those who work in health care – about three times more likely than the private sector overall, according to data from the U.S. Bureau of Labor Statistics. Nurses raised these concerns to the Legislature, which last year passed a bill requiring hospitals to adopt violence prevention plans.

The **California Occupational Safety and Health Standards Board** has been developing regulations for the law, which it is expected to approve during a meeting at 10 a.m. at the State Resources Building on 9th Street. They would require employers to maintain logs tracking violent incidents and develop procedures for investigating and correcting violence hazards, among other standards.

Nurses represented by **SEIU Local 121RN** and the **SEIU Nurse Alliance of California** will rally outside the hearing at 9:30 a.m. urging the board to expand the regulations to include threats and intimidation, which they say can be a precursor to workplace violence.

「POMONA RN UNITY LEADS TO ROCKIN' NEW CONTRACT」



Bargaining Team members count strike authorization vote ballots after the Dec. 1, 2015 informational picket.



Registered Nurses at Pomona Valley Hospital Medical Center flexed their collective muscle and won a new contract that maintained free healthcare benefits for RNs with 10 or more years of service, and gained 13.25 percent in wage increases over the 4-year contract.

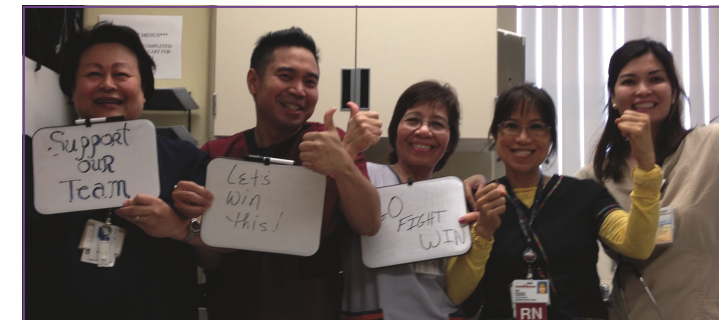
It wasn't easy. About midway through negotiations, 830 RNs signed a petition supporting the RN Bargaining Team. It eventually took an informational picket held on Dec. 1, 2015, a successful strike authorization vote, a strike that was scheduled for 10 days between Dec. 23 and Jan. 1, 2016, and a nearly 24-hour final bargaining session to reach agreement and cancel the strike.



MORE THAN 800 RNS -- 80% OF RNS WORKING AT POMONA VALLEY HOSPITAL MEDICAL CENTER -- SIGNED A PETITION SUPPORTING THE RN BARGAINING TEAM.

"The nurses in our organization want to be respected and feel like they are appreciated. And when you start taking away health benefits and benefit packages, you start to demoralize your people that you work with. And the only time that you have to stand up for yourself is when you have a united shop, when you have a thousand voices or hundreds of voices standing together to say, 'No, this isn't right. This isn't fair, it isn't equitable and this is what we have to do and this is what we're fighting for.'"

Paul McKeough, RN, Telemetry, to *Workers Independent News*



CONTRACT HIGHLIGHTS

- Total wage age increase of 13.25% -- 3% in year 1, 3.25% in year 2, 3.25% in year 3, 3.75% year 4
- Free healthcare insurance for nurses with 10 or more years of service, with provisions for spouses
 - New 5% longevity step for 25-year nurses on the wage scale, effective Dec. 2016
 - \$5 per/hr charge nurse differential
- All compensation increases apply to per diems
- President's Day holiday added to schedule
- Callback increased \$7 per hour and continues when RN reports back
- RN may take 8 hours respite between shifts, if overtime or call prevents 8 hours of downtime.
- Tuition reimbursement now also applies to obtaining and renewing certifications
- Night shift RNs may now include working Sundays in the 2 required shifts for weekend differential



The PVHMC Bargaining Team (left to right): Paul McKeough, Tele; Joanne Fujimoto, LDRP; Jennifer Wolfenbarger, LDRP; Mel Del Degan, ER (alternate); Jeannie King, ICU; Susan Mannerino, ICU; Ace Ibarrola, Tele; Mike Kaulback, ER; and Susan Sanford, NICU.

