

# CHINO VALLEY REGISTERED NURSES BARGAINING UPDATE



**#10**  
MAY 23, 2019

## Chino's Annual RN Turnover Rate This Year: 41.75%!

The RN turnover rate at Chino Valley is extreme. That's what our bargaining team told management today, with figures pro-rated for the year based on employment data provided by the company.

Chino Valley has become a training ground for new grads. We can't retain nurses, because they leave for better pay elsewhere. This jeopardizes patient care, patient safety and RN safety.

The wage grid we proposed is similar to what they pay the RNs in other Prime union contracts. However, their counter-offer was even less than what they proposed two weeks ago to our union at Garden Grove. See the table for the differences.

Management's lawyer said that Prime views the Chino market as different from Garden Grove and O.C., even though we have the same patient workload and acuity. They don't plan to pay Chino RNs equal to RNs at Prime's Orange County hospitals.

**Prime is failing to value and respect us.**

Wage Grid Proposals: Hourly Dollar and Percentage Differences			
<b>Prime Management: Chino Valley</b>	<b>\$29.00</b>	<b>New Grad Rate 2019</b>	
Prime Management: Garden Grove	\$31.97	+ \$2.97	+10.24%
<b>Our Union</b>	<b>\$37.61</b>	<b>+ \$8.61</b>	<b>26.69%</b>
<b>Prime Management: Chino Valley</b>	<b>\$37.16</b>	<b>8 Years Experience 2019</b>	
Prime Management: Garden Grove	\$38.00	+ \$.84	2.26%
<b>Our Union</b>	<b>\$44.71</b>	<b>+ \$7.55</b>	<b>20.32%</b>
<b>Prime Management: Chino Valley</b>	<b>\$37.16</b>	<b>8 Years Experience 2020</b>	
Prime Management: Garden Grove	\$38.76	+ \$1.60	4.31%
<b>Our Union</b>	<b>\$46.46</b>	<b>+ \$9.30</b>	<b>25.03%</b>
<b>Prime Management: Chino Valley</b>	<b>\$37.16</b>	<b>8 Years Specialty 2019</b>	
Prime Management: Garden Grove	\$41.46	+ \$4.30	11.57%
<b>Our Union</b>	<b>\$53.43</b>	<b>+ \$16.27</b>	<b>43.78%</b>



*New nurses say to me, why am I even here? I'm getting better offers from someplace else. We can't retain them. I see nurses come and go, and I've only been here two years. It's concerning.*

—Zenaida Alcazar, RN, Med-Surg/Tele



*The national average RN turnover is 17.2%. I know at least four Chino nurses who are waiting for this contract before deciding whether to leave. High RN turnover impacts patient safety.*

—Richard Gutierrez, RN, PACU

**ATTEND THE NEXT BARGAINING ON MAY 29!**

**RNs ARE THE  OF PRIME HEALTHCARE**

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