

# HCA Silent on Key Issues that Would Improve Patient Care



Bargaining Update May 2019

After 2 more days of negotiations, HCA has not responded to any of our key issues on wages and benefits. Instead, HCA gave a proposal on staffing and scheduling that would create instability and unpredictability, both of which could lead to a negative impact on patient care—heading us in the wrong direction.

Our team is clear and committed to addressing the problem of recruitment and retention of top health professionals who provide quality and safe care for our patients by settling a contract that includes:

- Market rate salaries, Cost-of-Living-Adjustments, and shift differentials
- Affordable and secure Healthcare and Retirement Benefits
- Adequate staffing and scheduling predictability

## HCA's History of Greed: 2018

\$46.6 billion in revenue

\$4 million increase for CEO while median employee salary rose by only \$500

CEO pay (\$21.4 million) 383-times as much as the median salary of an HCA employee (\$55,977)

\$50+ million CEO retirement package while cutting employee retirement benefits

## Fighting for Patient Care and a Fair Contract

### Serious Business but Can This Fight Be Fun(ny), Too?

We have only met with HCA twice but already they have made it clear—we will need push them to prioritize patient care over corporate greed. Let's show them how creative we can get!



**What:** Memes are at the forefront of what makes up shareable, viral content on the social web. A meme can be a simple image, short video, or GIF with a witty tagline in the spirit of online social commentary.

**When:** Deadline Friday, May 10<sup>th</sup>

**Where & How:** Email [ESCHCA@ifpte20.org](mailto:ESCHCA@ifpte20.org) your best memes and share with your co-workers. We will share a "best of" poster with everyone to put on our Union Bulletin Boards before our next bargaining session.

**Tips:** Make it memorable, not mean. The point of memes is to use silliness and humor to make a witty observation about more serious issues. The images you use in your meme don't need to be serious, but using humorous, light-hearted imagery to make a pointed comment about a more serious issue. will make your meme more interesting, and more shareable or viral.

**Keep the Memes 'SFW' (Safe for Work).** Memes should be light-hearted, fun, family-friendly, and most of all—funny. Things that are not funny or safe for work include: nudity, sexually explicit language/imagery, obscene, racist, sexist, or homophobic content. If you wouldn't feel comfortable sharing it with a child, then assume it's not safe for sharing with a co-worker either.

For more information contact Nick Steinmeier, Union Rep, at [nsteinmeier@ifpte20.org](mailto:nsteinmeier@ifpte20.org) or visit [www.ifpte20.org/hca](http://www.ifpte20.org/hca)