



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
Meg Wilson	<i>Meg Wilson</i>	LAD
Jeramie Alcova	<i>Jeramie Alcova</i>	Pre op
Alyson Largent	<i>Alyson Largent</i>	Pre-op
Ailsa Lu	<i>Ailsa Lu</i>	msl
Maria Lafitte	<i>Maria Lafitte</i>	AmbCare
Ron Alvarez	<i>Ron Alvarez</i>	PAU
Leilani Gordon	<i>Leilani Gordon</i>	PAU



CALIFORNIA
NURSES
ASSOCIATION



National
Nurses
United

A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
STEPHAN BAUTISTA @ventura.org		VCMC B.R
	Arel Sanchez	MSI
CHUCK TAN		MSI
NORA TOLEDO		MSI
Felisha Delgadillo		AFMC
Montserrat Saldana		AFMC
Mirza Jimenez		AFMC



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
Manangela Adnancan		P+Health
Suzana Maeias Robles		VCMC
Rosalind Ng		MFMC
Lynn OMSO		MTAU
Glisel Angeles		MFMC
Karen Acevedo		VCHCA
Immi Calix	Mirna Calix	OB L&D



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
<i>Samantha Celis</i> Celis, Samantha		Surgery
<i>Nancy Magana</i> Nancy Magana		Surgery
<i>Guillermo Guillerman</i> Guillermo Guillerman		Surgery
Jean McPherson		Surgery
Lisa K fishman		surgery
Ronald Alvarez		PACU
Marcela Felix		Surgery/PACU
Andy Bozch		Surgery
Regina Cunningham		Surgery



CALIFORNIA
NURSES
ASSOCIATION



National
Nurses
United

A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
Katie (Kathryn) M. Dombos		VCMC NICU
Camille Williams		VCMC PACU
Susan WE MUKANDI GREEN		VE PH
Renee Alexandra		VCMC CM
Angela Strength		VCMC-CM
CiCi Breston-Melby		VCMC-ER
Samantha Solem		VCMC-L&D



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
Arciaga, Barbara		Surgery PACU
Salas, Joel		IR
GORDON, MARIA-LUISA		PACU
Silvia Pinan		PACU
Keneé Weisinger		Pre-op
Rocio Arteaga		PACU
Eunice Finkler		PACU
Naomi Barajas		Fleet Pool
Duplicate → Anilly Bozek		Surgery
Scott Glover		Surgery



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA. We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
Rosalinda Andrade		Public Health
ESTELA LARIOS		PUBLIC HEALTH
Nadia Mendoza		Public Health
KATHLEEN VALENTIN		PUBLIC HEALTH
Leslie Catan		Public Health
Zona Vang		Public Health
Danghine Name		Public Health



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
<u>Robin Aluni</u> DIANA FUPIESTAS	<u>[Signature]</u> Diana Fupiestas	<u>VCPH</u> VCPH
<u>Enriqueta H Coronado</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Veronica Martinez</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Veronica Escobedo</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Julieta Lopez-Hernandez</u>	<u>[Signature]</u>	<u>VCPH</u>
_____	_____	_____



CALIFORNIA
NURSES
ASSOCIATION



National
Nurses
United

A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
<u>Katie Elfson</u>	<u>Katie Elfson</u>	<u>Floater</u>
<u>Lisa Fishman</u>	<u>Lisa Fishman</u>	<u>Surg.</u>
<u>Celis, Samantha</u>	<u>Celis</u>	<u>Acg</u>
<u>Araceli</u>	<u>Araceli</u>	<u>FRONT</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
<u>Rosalinda Andrade</u>	<u>[Signature]</u>	<u>Public Health</u>
<u>ESTELA LARIOS</u>	<u>[Signature]</u>	<u>PUBLIC HEALTH</u>
<u>Nadia Mendoza</u>	<u>[Signature]</u>	<u>Public Health</u>
<u>KATHLEEN VALENTIN</u>	<u>[Signature]</u>	<u>PUBLIC HEALTH</u>
<u>Leslie Catalan</u>	<u>[Signature]</u>	<u>Public Health</u>
<u>Zoua Vang</u>	<u>[Signature]</u>	<u>Public Health</u>
<u>Deyuhing Namz</u>	<u>[Signature]</u>	<u>Public Health</u>



A Voice for Nurses. A Vision for Healthcare.

February 27, 2024

To the Honorable Ventura County Board of Supervisors,

We, the undersigned Nurses and Healthcare Professionals, prioritize quality and safe patient care for those we serve in our diverse community. Per Diem CNA members, who fill all staffing gaps in the county, are currently in negotiations for a good union contract. Our goals focus on recruiting and retaining our staff through enhancements to our patient care practices. While we moved closer to our goals, there are still several important issues outstanding that, if resolved, will bring equity between the Per Diems and the regular bargaining unit. Additionally, a good union contract that prioritizes quality patient care and our medical profession will help improve staffing and patient outcomes.

Ventura county needs to negotiate with CNA in good faith **enhancements to our representational rights, improvements to our union rights, recruitment and retention incentives, and overall contract alignment with that of the Regular Unit MOA.** We call on the County of Ventura to finalize Per Diem contract negotiations successfully so we can better retain our valued Per Diem CNA members and recruit additional staff.

Sincerely,

The CNA Union Members of the County of Ventura Per Diem and Regular Bargaining Unit

NAME	SIGNATURE	UNIT
<u>Robin Hunt</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>DIANA FUQUIESTAS</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Enriqueta H Coronado</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Veronica Martinez</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Veronica Escobedo</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Tolida Lopez-Heredia</u>	<u>[Signature]</u>	<u>VCPH</u>
<u>Jennifer Dumenberg</u>	<u>[Signature]</u>	<u>VCPH</u>

