

# STANDING UNITED

A united front of dozens of workers from Keck Hospital of USC and Keck Sodexo delivered a letter of concern (see reverse) to hospital CEO Rod Hanners on Wednesday, January 13.

The message was clear:

**STOP TREATING US UNFAIRLY  
AND SETTLE A FAIR CONTRACT NOW!**







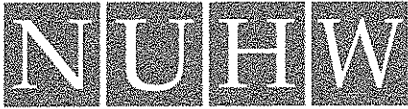
Patient safety issues are of primary importance. Workers need the time and resources to deliver quality care safely and efficiently.

NUHW caregivers reached out to Hanners in order to avoid escalation and avert a strike. We will wait to hear from the Keck-USC administration in the next few days. Meanwhile, please continue to sign up for strike shifts.

*For additional information, please contact a Bargaining Committee member or NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org.*

**NUHW**  
NATIONAL UNION OF HEALTHCARE WORKERS

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January 13, 2016

Rod Hanners, CEO  
Keck Medical Center of USC  
1500 San Pablo St.  
Los Angeles, CA 90033

Dear Mr. Hanners:

On behalf of 900 NUHW members at Keck Medical Center of USC, we're writing to request that you become personally involved in our contract negotiations with the aim of reaching fair contract settlements.

In Keck-USC's Dietary Department, your contractor, Sodexo, pays many of us minimum wage and provides inadequate, unaffordable health insurance that leaves many of us and our families without any coverage whatsoever. If Keck-USC's goal is to become a "world-class" hospital, shouldn't it provide quality health coverage and living wages to the nearly 100 staff who feed and nourish our sick patients? Earlier this week, your contractor proposed only marginal pay increases that would leave our dietary staff with wages so low they qualify for Food Stamps and other public assistance. Is this "world-class"?

At Keck-USC, we've been bargaining for eight months and although we've reached agreement on many issues, a few vital issues are still unresolved. Last month, Keck-USC attorneys presented us with a "last, best and final offer" that would continue to treat us as second-class citizens by refusing to offer us the same pay, retirement, and tuition assistance as our USC co-workers. Keck-USC's offer also fails to fix the hospital's unilateral staffing cuts that jeopardize patient safety.

On December 11, NUHW members voted to reject Keck-USC's "last, best and final offer" by a 93% margin. Our members also voted to authorize a strike if Keck-USC refuses to make progress at the bargaining table. On December 22, a federal mediator attempted to mediate a settlement between the two sides. Unfortunately, Keck-USC's negotiator refused to change any of his proposals, which had already been rejected by NUHW members.

We're now requesting that you become involved in these negotiations. We believe our proposals to resolve our contract negotiations are fair, reasonable and affordable:

- Staffing levels that allow us to provide quality care to our patients.
- Fair pay increases, full retroactive pay, and the placement of all employees on wage scales.
- A retirement plan with the same 5% employer contribution to its other employees, including our RN colleagues and all of our co-workers at Norris Cancer Center.
- The same child tuition benefit that Keck-USC already provides to other employees.
- Quality affordable, family health insurance for our hospital's Dietary staff.

We believe your personal engagement in the negotiating process can help lead to a fair settlement. We look forward to your response.

Sincerely,

*NUHW Caregivers*