BARGAINING UPDATE

FEBRUARY 29, 2016

We continue to rally and support our contract campaigns.

On February 10, the Employer presented us with its "last, best, and final" offer. We had to decide whether or not to continue our fight for parity with other unionized workers and escalate our efforts to a three-day strike.

Members of both bargaining units voted overwhelmingly in favor of a three-day strike. Keck Hospital workers voted 92% in favor, Sodexo workers voted 100% in favor. The dates for the strike have yet to be determined.

Keck–USC management tried to block us from exercising our right to vote in the cafeteria. They threatened to have us arrested and called the Los Angeles Police Department. When LAPD arrived, they quickly dismissed Keck–USC's frivolous allegations, notified management of our rights, and forced management to offer us a conference room for our vote.

On another note: In contrast to Keck–USC and Sodexo's poverty wages and refusals to bargain in good faith, Providence Tarzana Medical Center has announced that it will raise the minimum wage for 170 workers to \$15 on July 10. This surpasses the current state minimum wage of \$10 and the Los Angeles minimum wage of \$10.50 that takes effect July 1. It also beats by four years the scheduled L.A. minimum wage increase to \$15, which takes effect in 2020. [See reverse.]

Kudos to Providence Tarzana Medical Center.

BARGAINING DATES

Keck-USC: March 2, 10 a.m.-5 p.m. Sodexo: March 4, 10 a.m.-5 p.m.

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



Providence Tarzana Medical Center raises employees' minimum wage to \$15

Feb. 24, 2016

TO: Southern California Caregivers

RE: Minimum wage for Providence Southern California caregivers to be increased to \$15 per hour, effective July 2016

Dear Caregiver,

We are pleased to announce the ministries in the Southern California Region will increase the minimum wage for our caregivers to \$15 per hour, effective July 10, 2016.

Increasing the California minimum wage is consistent with our core values and our commitment to pay market competitive wages in the communities we serve. Doing so will also help us ensure we are able to attract and retain great talent for our ministries.

This new minimum wage will affect roughly 170 caregivers throughout the region—the vast majority of the more than 14,000 caregivers in our region already earn more than \$15 per hour. Combined with programs such as the Medical Plan Assistance Program (MPAP), which provides free or reduced health insurance for eligible caregivers, the new minimum wage will help ensure the well-being of caregivers and their families. (You can view the one-page MPAP application on the HR

portalhttps://caregiver.ehr.com/us/en/HealthWellBenefits/Documents/Providence/2016_MPAP_application_Providence.pdf)

You make a tremendous difference in the lives of those we serve, and we are grateful for all you do in support of our Mission each and every day.