

# NORRIS CANCER HOSPITAL BARGAINING UPDATE No. 2

DECEMBER 16, 2016

Our bargaining committee met with management on December 5, 12, and 14. We continue to make progress on non-economic issues and will soon be ready to negotiate wages and benefits. Our bargaining committee is working on a wage proposal that will address disparities in pay with workers at Keck USC.



We have now reached tentative agreement on 23 articles in the contract. Below are several items agreed to during our sessions earlier this month:

- Protections preventing management from targeting workers with more seniority for layoffs or shift reductions.
- The establishment of a Patient Care Committee on which three union members chosen by their peers will be paid to attend quarterly meetings addressing facility and patient care concerns.
- The establishment of a Grievance Procedure guaranteeing that workers facing discipline or termination have the right to binding arbitration by a neutral arbitrator.
- A progressive discipline system that requires management to first warn workers before seeking harsher punishments.
- A policy that allows workers to float between Keck USC and Norris either to pick up scheduled hours or get overtime pay. Management cannot force workers to float between the two hospitals.
- A requirement that management abide by OSHA and other regulatory rules as well as negotiate any changes that affect our safety and wellbeing.
- A requirement that workers can't strike or conduct a slowdown over a labor dispute during the life of the contract.

## UPCOMING BARGAINING DATES

January 12, 9 a.m. – 5 p.m.

January 17, 9 a.m. – 5 p.m.

January 23, 9 a.m. – 5 p.m.

All members are encouraged to attend upcoming bargaining sessions, and every department should send at least one representative.

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