**TIME FOR PAY RAISES!**

**KECK AND NORRIS WORKERS REACH FULL WAGE SCALE**

This month, Keck and Norris employees will move to our new hourly rates effective July 7. The new rates will be reflected in our July 26 paycheck.

This is the second pay raise of the year. Because of our strength at the bargaining table, we won full wage scale implementation. This means that we will go to the correct step on the wage scale for our job classifications and years of continuous service at USC, regardless of how far behind we are on the wage scale. This raise increases our wages on average 5 percent. Over the life of our three-year contract, our wages will have increased, on average, 15 percent. Even members who are at or above their wage scale will get at least a 3 percent increase.

In our last round of contract negotiations, we collectively won significant economic gains. The entire Keck/Norris wage scale now increases 2 percent every year, in addition to our step increases. Four more longevity steps were added to the scale to add compensation for longer tenured members.

If you have questions about the wage scale or what your increase will be, contact your union representative.

"We were able to win these improvements because we were unified and ready to fight for the things we outlined in our bargaining surveys. We picketed, petitioned, did marches on the administration, supported our bargaining team and threatened to strike for three days. We won a contract with new rights and a much richer wage scale with full step implementation. This was a major achievement!"

Basil Nasir
Pulmonary Lab Steward

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**NEWEST NUHW MEMBERS START NEGOTIATIONS ... ORGANIZING WORKS!**

On July 11, NUHW members in the Internal Medicine and Dermatology clinics in HC 2, the Sleep Center in Keck Medical Center, and the Call Center in Alhambra began negotiations for their first collective bargaining agreement. These 125 new members are fighting for many of the basic rights that current NUHW members enjoy - guaranteed raises, job security, improvements in health benefits, and a voice on the job.

Our Bargaining Committee presented comprehensive proposals for Internal Medicine, Dermatology, and the Sleep Center covering union recognition, addition into our existing union contracts, and wage increases. USC agreed that Internal Medicine and Dermatology employees will be added to the existing Ambulatory/Clinic contract, while Sleep Center employees will be added to the current Keck-Norris contract.

For more information, please contact NUHW organizers Michael Torres at (213) 254-8701 or mtorres@nuhw.org, or Ian Woolverton at (508) 667-7056 or iwoolverton@nuhw.org.
because of the similarity of their work to that of existing union members. This means that all the other provisions and protections in the existing union contracts would apply without having to negotiate over them. Other department-specific matters will also be considered during negotiations.

For the Alhambra Call Center, our Bargaining Committee presented initial proposals on union recognition and issued a proposal on job title and job duty clarifications. This proposal is intended to rationalize the current deep discrepancies between job titles and work performed.

Call Center employee Gabby Guzman said, “We’re excited to get started with negotiations and make improvements in our workplace. We’re only going to be able to make real progress if we stay united with all other NUHW members at USC, even if USC tells us we’re not connected to the rest of the Health Sciences Campus.”

In the last three years, our union’s membership has grown by nearly 500 as more and more USC workers join, giving us greater strength at the bargaining table. But still, there are hundreds more not-yet-union Keck Medicine of USC workers. The lower wages and benefits paid to our non-union coworkers hold down the wages of us unionized workers, because USC will always point to the lower wages and benefits of our non-union coworkers and say don’t need to make further improvements. If you know any non-union workers at USC Keck Hospital, Norris Cancer Center, any of the clinics, Verdugo Hospital, or other business support operations, get in touch with your union representative.

If you have any questions about your rights at work or your union contract, please reach out to your union stewards.

PULMONARY
Basil Nasir

OR
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IMAGING/RADIOLOGY
Matias Cajina, Creight Fontenelle, Steven Rivas, Bernie Zelleke

LABORATORY
Diego Cordero, Traci Mills, Akena Scotland

MATERIALS MANAGEMENT
Gerry Valadez

BIOMED
Erika Contreras

RESPIRATORY
Noemi Aguirre, Alex Corea, Adela Rea

EVS
Elvira Campo, Manny Gonzalez, Oscar Matas, Roy Yanez

FACILITIES
Otis Leonard, Manuel Ramirez

HC4
Shirley Calderon, Outpatient Surgery
Veronica Rocha, Outpatient Surgery

CENTRAL STERILE
Sossie Elmajian, Nelson Roman, Annalai Rocha

PHARMACY
Tommy Kwan

GI/ENDOSCOPY
Claudia Hidalgo

CAFETERIA
Elvis Careaga, Crystal Castillo, Veronica Hubbar, Judy Oliva, Diluvina Ramirez

NORRIS
Maria Hyde, Oscar Vargas, Hector Herrera, Rebecca Cavallo, Mekicia Gillett, Frank Arrellano, Angelita Ramirez

AMBULATORY CLINICS
PACE/PAIN Clinic
Daisy Cervantes, Ruth Gonzales, Corina Perez

BEVERLY HILLS CLINIC
Krystal Scott

TRANSPLANT DEPARTMENT
Rosa Sanchez

ORTHOPAEDIC CLINIC
Elina Borroel, Lucy Lamont, Sherry Quinteros

OUTPATIENT RADIOLOGY
Regina Bartsch, Linda Gonzales, Hia (Ana) Haim, Yolanda Soto

PET
Ludving Mazariegos, Kistin O’Leary

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