



JULY 2019

# NUHW PULSE

KECK MEDICAL CENTER OF USC • NORRIS CANCER CENTER OF USC • AMBULATORY CLINICS • ALHAMBRA CALL CENTER

## 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.



Bargaining Committee members from the Internal Medicine and Dermatology clinics, the Sleep Center, and the Alhambra Call Center come together for their first contract negotiations session. Clockwise from top left: Gabby Guzman from the Call Center, Jessica Mendez and Marisela Ponce from Internal Medicine, Eric Young from the Sleep Center, Victoria Wilson and Denise Rodriguez from Dermatology, and Liliana Cortez, Amanda Falcon, and Karina Marin from the Call Center.

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

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## 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 the step increases. This means there is a cost of living adjustment 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

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.

# NEWEST NUHW MEMBERS START NEGOTIATIONS

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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.

## STEWARDS COUNCIL MEETINGS

All meetings take place in the Cardinal Room (KH 1st Floor).

Wednesday, July 17 • 1:30-3:30 P.M.

Wednesday, August 14 • 1-3 P.M.

Wednesday, September 18 • 1:30-3:30 P.M.

Wednesday, October 16 • 1:30-3:30 P.M.

Wednesday, November 13 • 1-3 P.M.

Wednesday, December 18 • 1-3 P.M.

\* Please note time change

## STEWARDS LIST

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

Nichole Ambriz, Mark Delgado, Daniel Olivares, Debora Springer

### 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, Annai 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 Arellano, 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, Hen (Ana) Haim, Yolanda Soto

### PET

Ludvig Mazariegos, Kistin O'Leary



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