

VERDUGO HILLS HOSPITAL

MANAGEMENT REJECTS SAFETY PROTECTIONS AND A FAIR DISCIPLINARY PROCESS

After we stood our ground and held our position, the hospital gave in and agreed to continue our negotiation sessions near the hospital.

Bargaining Status: We have submitted almost all of our non-economic proposals. In the following weeks, we will develop our economic proposals. It is very important for all members to get involved because the economic package we propose will affect all of us for the next few years. The economic proposals will cover healthcare benefits, paid time off, retirement benefits, and wages.

Thursday's Bargaining Session: We discussed the discipline proposal that protects employees, such as dropping discipline write-ups from the personnel file after 12 months and having 45 days to issue the disciplinary action. The employer responded that they want to keep full discretion when disciplinary actions, like write-ups and suspensions, take effect and do not want time limits for issuing disciplines. For example, employees could be disciplined for incidents that happened a year ago. These protections are important, and we will fight to win them.

In addition, management wants to remove language requiring formal meetings to promote the health and safety of hospital patients and employees.

We also discussed the grievance procedure. This proposal is essential when we dispute the interpretation of the enforcement of the contract, including disciplines. We proposed a process to bring these grievances to protect employees when disciplines are issued by management. The hospital responded by making the arbitration more difficult.

Questions? Contact a Bargaining Committee member or NUHW Organizer Luis Vega at (714) 822-9308 or lvega@nuhw.org