



VERDUGO HILLS HOSPITAL

WE FIGHT FOR FAIR PROTECTIONS AND REPRESENTATION

We offered counter proposals on Discipline, Bargaining Unit Work, and Grievance Procedure. We also received a counter proposal on Vacations.

Discipline: Our goal is to maintain a fair process when management issues discipline and create protections for everyone. We want to stop management from issuing disciplinary actions after 45 days since the incident. Management moved from its previous position of being able to issue disciplines any time they wanted to now wanting to issue disciplines for up to a year after incidents occur. Management also wanted to use previous disciplines without a limit. We expressed our big concern with this and we made it clear that management treats us worse than our colleagues. Other represented employees in the Keck Medicine Healthcare system have better protections, as shown below:

OUR GOAL	MANAGEMENT PROPOSAL	KECK-NORRIS EMPLOYEES
We want to bar management from using disciplines after 12 months.	Management wants to use disciplines for up to 24 months.	They have a bar of 12 months; management cannot use disciplines after 12 months.

Bargaining Unit Work: Management wants to use supervisors to do our jobs based on operational needs. We disagree; our goal is to ensure the hospital has enough workers to address chronic understaffing, not use supervisors as bandaids for the bigger issue.

Grievance Procedure: This proposal allows us to challenge and remove disciplinary actions up to, and including, termination. We made progress, but our goal is to ensure a fair process for everyone.

Lastly, we received a Vacation counter proposal from management that we are reviewing and will decide how to respond.

We continue to discussing our economic proposal that provides fair benefits to all of us and significant improvements to compensation that keep up with inflation and local market job value. Reach out to your bargaining committee member or organizer to hear more about this.

JOIN US

Our next bargaining session is

Wednesday, July 17