



USC VERDUGO HILLS HOSPITAL

BARGAINING UPDATE: FEBRUARY 6

Following up on the discussions we had last week in bargaining, we reached a few important agreements during Wednesday's bargaining session.

We reached a tentative agreement on Job Vacancies, Posting and Applicants.

With this article in our contract, we have set up a system where the employer must honor seniority among qualified employees when employees apply for a transfer or promotion. The big issue for us was we wanted to take management favoritism out of the equation in selecting candidates for a job. This is a big improvement because now we have the opportunity to transfer or get promoted within the hospital when there are open positions as long as we meet the qualification requirements.

We also agreed that even after being awarded a new job, the transferred or promoted worker can voluntarily opt out of the job in the first 10 days they are in the new job. Workers who remain in the new job will also have a 90-day evaluation period (not a probationary period) with guarantees of returning to their old job or a comparable job if the transfer or promotion doesn't work out.

We reached an agreement on Leaves of Absence.

With this article, we established guidelines for receiving time-off for medical leaves and returning to work after the leave. As part of the agreement, we will be able to combine our various paid-time-off benefits with Disability or Workers' Compensation so that we can have extended time off while still receiving pay either through Disability/Workers Compensation or from work-related paid-time-off.

We continued discussions on other key elements of our contract, including Holidays, Stewards' Rights, Union Representation, and USC's obligations in the case of a sale or merger. We are hoping to reach more tentative agreements soon so that we can continue our discussion on economic issues like health insurance, paid time off, and wages.

Other topics of discussion

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UPCOMING BARGAINING SESSIONS

March 5, 19, and 20

USC canceled our February 13 session due to a scheduling conflict.

Note: Only elected bargaining committee members can speak during the bargaining session. However, everyone is encouraged to attend bargaining to provide feedback during our labor caucus.

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

OUR BARGAINING COMMITTEE



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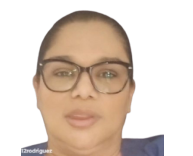
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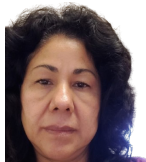
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