



USC VERDUGO HILLS HOSPITAL

# WE WILL NOT ACCEPT LESS THAN WE DESERVE!

Yesterday, as NUHW President Emeritus Sal Rosselli joined us in bargaining, he witnessed the unacceptable wage proposal from management: **67% of us would face a wage freeze with a lump sum payment.**

Let's be clear: **Management says they can't afford to pay Keck wages**, but somehow, they *always* find money to invest in new equipment and expand other services, like the Emergency Department, which was discussed in the State of the Hospital last week. They think they can spend money on *everything* but us—the heart and soul of Verdugo Hills Hospital and Keck Medicine of USC.

Let's face it: **They want to pay us less, but we're the reason this place functions.** And let's not forget, the reason so many of us are leaving for higher pay elsewhere. It's because we've been

**undervalued for too long. If USC truly wants to provide world-class care, they need to invest in world-class caregivers.**

Our bargaining committee meets this week to plan our next steps. We are not backing down and will keep fighting for what we've earned.

While we continue fighting for fair wages, we're also winning crucial battles. We've already secured a **victory on the Hours of Work proposal**. This isn't just about clocks, it's about respecting our time. We've set clear guidelines for our workday, mandated breaks, and enforced state laws on overtime pay. We've fought to make sure schedules are posted in advance, not at the last minute, giving us the **clarity we deserve**. And when it comes to call-offs, registry and travelers **will be the first to go** — not us.

**We've taken a stand. Now it's time for management to take us seriously.**

## JOIN BARGAINING

**Our next bargaining meeting is Wednesday, April 23 at the Hyatt Glendale Hotel starting at 10 a.m.**

**Be there. We are stronger together. We are the backbone of Keck Medicine of USC.**