



USC VERDUGO HILLS HOSPITAL

## BARGAINING REPORT: APRIL 23

Yesterday's bargaining session moved us forward — we reached tentative agreements on four more articles. But, despite some progress, management clarified their compensation and wage proposal: **67% of us would face a wage freeze**, with only bonuses offered over the next three years. That's not a raise. That's not respect. That's not acceptable.

✓ **TENTATIVE AGREEMENTS REACHED:** We reached a tentative agreement on a package proposal that strengthens our rights and protections:

- **Work Stoppage** – Preserves our right to picket during the life of the contract and sets parameters for concerted action.
- **Union Security** – Reinforces our unity and collective power. Also, it preserves our voice in the political arena and our healthcare industry.
- **Union Representation** – Guarantees paid time for stewards to meet and receive training on how to enforce the contract. Ensures union access for our representatives, access to new employee orientations, and hospital bulletin boards.
- **Successorship** – Protects our contract if the hospital is sold or transferred, ensuring there is communication prior to the sale and provides a layer of protection to all of us.

### ✗ **COMPENSATION: NOT GOOD ENOUGH**

Management clarified their messy proposal given at the last bargaining session on April 7, but affirmed they are proposing to **freeze wages for two-thirds of our workforce**, replacing raises with one-time annual bonuses.

Our members are ready to escalate. We need a fair deal — and we need it now.

## OTHER ARTICLES DISCUSSED:

**What Happened at the Table:**  
We opened the day with disappointing counterproposals from management on key issues in relation to getting time off:

### **Vacation Scheduling –**

Management wants to maintain full discretion over vacation approvals, a system that's allowed favoritism and unfair treatment in some departments.

**Our Response:** We pushed for a fair, transparent process based on seniority, so you can plan your time off well in advance.

**Time Off Accrual –** Management rejected adding a third tier for workers with 8+ years of service, but backed off from cutting the Sick Leave Reserve.

**Our Response:** We countered with a 10+ year tier to reward longevity with higher accrual rates.

## STRIKE AUTHORIZATION APPROVED

The Strike Authorization Vote passed overwhelmingly.

Our bargaining team now has the authority to call a strike if and when the time is right. Our committee will determine the timing and length of any strike, should we not make good progress at the bargaining table. Once we're ready, we would give management the legally required 10-day advance notice. There is a lot of preparation that goes into any strike, so make sure you talk to your bargaining committee member.

**Management can bring in temps, but they cannot replace us permanently.**

### **WHAT'S NEXT?**

We continue to push hard at the table, but we won't accept less than what we deserve. We're fighting for what's right – dignity, fair wages, and equality across all facilities.

Keck Hospital, Norris Cancer Center, and the Ambulatory Clinics already have better standards – and we demand the same.

### **UPCOMING BARGAINING DATES**

May 7 – 10:00 a.m. (Location TBD)

May 15, 22, and 29

## GLENDALE CITY COUNCIL

Last week, several of us attended the Glendale City Council to request their support. We explained the challenges we are facing in bargaining our first contract and shared some of the working conditions related to understaffing and the overtime program in the CT department.



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