



USC VERDUGO HILLS HOSPITAL

BARGAINING UPDATE

Stronger Together – Fighting for What We Deserve

We opened the May 15 bargaining session with a comprehensive proposal to resolve the remaining issues. In response to management's recent economic offer — which showed some progress — we presented a stronger proposal that brings us closer to what we deserve. We're committed to reaching a fair agreement that reflects our experience and dedication. The process has been long, but staying engaged is critical to achieving our goals.

Our counterproposal on wages includes:

- **Guaranteed Minimum Increases:** In the employer's last proposal, they moved away from lump sums to minimum increases. We believe those increases need to be higher.
- **Wage Scales Based on Experience:** Our pay will be based on our experience in our job classifications. We need wage scale increases in every year of the contract to reach the wages of our colleagues at Keck and Norris.
- **Years of Experience:** The employer agrees with us that there needs to be a process for appealing the years of experience the hospital has on record.
- **Differentials:** We believe that shift differentials should not vary based on our job classifications. We maintained our proposal for flat rates, except in cases where the status quo is beneficial to us.
- **Call/Standby:** We want to increase standby pay.

TENTATIVE AGREEMENTS REACHED

- **Education Benefits:** Our contract now protects the tuition assistance and reimbursement programs we have access to and allows for paid Educational Leave for CEUs.
- **Health Insurance:** There is now a yearly cap on insurance premiums increases.
- **Retirement Benefits:** Our contract now protects our retirement plan.
- **Labor-Management Committee:** We'll meet with the employer after the ratification of the agreement to develop the parameters for a forum where we can raise concerns about a broad range of issues.
- **Vacation Scheduling:** We will hold a vote in our department/unit to determine whether we want to keep the current practice or opt into an annual vacation scheduling process for vacations that occur later in the year. We'll keep the first-come, first-served process for vacations that come up during the course of the year.

OUTSTANDING ISSUES

- **Holidays:** We maintain our position that 10-hour and 12-hour employees should be paid their regular hours on holidays.
- **Paid Time Off:** We maintain our position that employees with 10-plus years of service should get one extra week of time off to replace the Sick Leave Reserve in the third year of the agreement.
- **Subcontracting:** We want a subcontracting ban.

UPCOMING BARGAINING DATES

May 22

Location: to be provided

May 29

225 W. Wilson Avenue in Glendale

Planning to attend on May 22? Contact Daniel Dominguez at (661) 609-6339./Luis Vega is currently on temporary leave.