



USC VERDUGO HILLS HOSPITAL

## BARGAINING UPDATE: JANUARY 22 AND 23

We discussed several very complicated issues over two days of bargaining this week, during which we reached several tentative agreements and hopefully set the stage for more progress in the weeks to come.

Here is a summary of the tentative agreements we reached:

1. **Bargaining Unit Work:** We agreed to language that limits when supervisors can do our work, restricting it to emergency situations and to work they already do.
2. **Discipline:** We agreed to the following:
  - The Employer must be able to prove its case (just cause) before disciplining an employee.
  - Most disciplinary actions will be removed from a workers file after 12 months. Currently management can keep discipline findings in a worker's file forever.
  - The Employer will be obligated to conduct a fair and extensive investigation before disciplining an employee.
  - If an employee is suspended pending an investigation, they will be paid during the time they are not working.
  - A steward or union representative will be able to represent the employee being investigated in any meeting with management.

- The employee has the option of submitting a rebuttal to any discipline they receive or file a grievance to remove the discipline from their file. The employer no longer has the final say in discipline.
3. **Seniority:** We agreed that seniority will be defined as an employee's hire date at Verdugo. We are still negotiating about how seniority could be used in vacation requests, bidding for open positions, additional hours, call offs, etc.
  4. **Meals and Rest Periods:** We agreed that workers will have the right to claim penalty pay for missed breaks and lunches.
  5. **Workforce Reductions:** We agreed that in the case of a workforce reduction, workers would be eligible to up to 12-weeks of severance pay and that full time and part-time employees would have preference over per diem employees.

### Among the topics we discussed, but have still not reached tentative agreements are:

- The process for bidding for open positions.
- Subcontracting protections.
- Holidays, Leaves of Absences and Vacation Scheduling.
- Union Representation, which includes the right to have a union bulletin board, the right of union representatives to access the hospital and the rights of stewards.

## COME TO BARGAINING

Our next bargaining session is at **10 a.m. on Wednesday, Jan. 29** at the Hyatt Place Glendale, 225 W Wilson Avenue in Glendale.

*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.*