



USC VERDUGO HILLS HOSPITAL **BARGAINING UPDATE**

USC continues to push for a lower standard for our hospital within the Keck-USC Health system, but we have been clear: **we are not the “stepchild” of the system, and we deserve equity.**

KEY ISSUES DISCUSSED:

Package Proposal: The hospital made a counter package proposal on several issues, but at this point we are only in agreement when it comes to added job protections in the event that USC sells the hospital. Management’s proposal is still lacking when it comes to key union rights, including the right to:

- Hold informational pickets while under contract, to alert allies and community members of issues we see inside the hospital.
- Contribute to the NUHW political fund, as other Keck workers can do, to increase our political power.
- Ensure that our stewards have the time and availability to meet and receive training to best advocate for their coworkers.

Since package proposals require agreement on all items, we are still not in full agreement, and will continue to push for winning the same rights as Keck workers already receive.

OTHER PROPOSALS DISCUSSED:

- **Vacation Scheduling:** We’re still negotiating how much time in advance requests can be made and how long the hospital has to respond. This language will establish a clearer process for how employees request and receive vacation approvals.
- **Time Off:** We presented a counter-proposal on vacation accruals similar to Keck Hospital’s, which would provide an additional level of benefits for employees who have been with the hospital for more than eight years. The hospital still proposes to eliminate the Sick Leave Reserve, which is something we must fight to keep. This benefit ensures employees continue to receive pay during long-term disabilities. We also discussed the possibility of a vacation hours cash-out option and a vacation hour donation program that would allow employees to share their vacation hours.

Next Steps: We continue to push for fair and equitable terms that will protect our interests and provide stability for our families. We’ll keep pushing on these key issues and make sure the hospital understands we will not back down when it comes to the benefits and protections we’ve worked hard to secure.



“We have to continue fighting to keep the Sick Leave Reserve because this benefit allows us to continue getting paid when we have a long-term disability.”

Didi Sabino

Admitting
Emergency Dept.

NEXT BARGAINING SESSIONS

March 19 and 20
10 a.m.

Hyatt Place Hotel
225 W. Wilson Ave.
Glendale