



**NEXT
BARGAINING
SESSIONS**
April 3 (Via Zoom
@ 1.p.m.), 7 and 23

The stakes are high.
We will not back down.
If management thinks
they can shortchange
us, they are wrong.

USC VERDUGO HILLS HOSPITAL

BARGAINING IS HEATING UP, AND WE'RE NOT BACKING DOWN

Over the last two days of bargaining, we've been fighting for what we deserve: **fair hours, fair pay, and fair benefits**. Here's where we stand:

THE BARGAINING COMMITTEE COUNTERED ON THE FOLLOWING ISSUES:

Hours of Work

We came ready to fight over this complex proposal. We countered with a clear definition of the workday, workweek, overtime, schedules/posting, call-outs, and flexing. This isn't just about how we work—it's about making sure we're not exploited and that the employer follows the law, especially about overtime pay.

Schedules & Posting

Enough is enough, in some departments, management does whatever they want. We demand that once the schedule is posted, it stays posted. No more sudden changes or shifts without our agreement. Period!

Flexing

We countered with language that sets the parameters on how to flex us.

Employee Status

We're defining Full-Time, Part-Time, and Per Diem status with clear protections. Our time is valuable, and we will make sure that we have guaranteed hours and protections on our accruals.

MANAGEMENT RESPONSE ON TIME OFF DID NOT IMPROVE

Time Off

Management has rejected our proposal for additional accruals for those with 8+ years of service. But worse—they want to strip away future sick leave reserve accruals, taking away the safety net we've earned. This is unacceptable.

Compensation

We have a bold proposal that holds the line on our minimum pay rates year after year. But we're demanding even more:

- **Experience Matters:** We demand to be compensated for our years of service.
- **Promotions:** If we get promoted, we should get a bump in our pay when we move up.
- **Reclassification:** If the job description changes, we should have the right to negotiate.
- **Bonuses:** Referral bonuses, extra shift bonuses—we want it all.
- **Differentials:** Evening, night, and weekend shifts deserve more money.
- **Lead/Coordinator Pay:** If we're doing lead or coordinator duties, we demand the pay for more responsibilities.
- **Preceptor Pay:** They should be paid accordingly.
- **On-Call Pay:** For those who take on-call shifts, we want a substantial increase to reflect the demands of the role.
- **Report Pay:** Guarantee us the hours we're owed when you fail to cancel on time.
- **Job Classification Differentials:** No one should work outside their classification without compensation.

And our **Wage Scale**? We're pushing for a scale similar to what our **Keck colleagues** just won. A year ago they put a hold on our wages "because of negotiations." **We must all stand up and fight for what we deserve.**