

USC VERDUGO HILLS HOSPITAL

THE BARGAINING COMMITTEE REQUESTS AUTHORIZATION TO GO ON STRIKE!

USC Verdugo Hills Hospital management is lowballing us in negotiations. At our last bargaining session, management proposed wage freezes for two-thirds of us, with only a one-time lump sum payment instead of a real pay increase.

Management rejected important proposals for our job security. Their proposals don't provide safe staffing and don't provide us with market-competitive pay or benefits. As a result, we are holding a strike authorization vote.

THE BARGAINING COMMITTEE RECOMMENDS A YES VOTE!

We are fighting for:

- A salary structure that ensures all Verdugo Hills Hospital workers are paid competitively with our counterparts at other Keck hospitals.
- A ban on subcontracting our jobs.
- A comparable, affordable health plan already provided to Keck-USC workers.
- Safe staffing requirements so nursing assistants no longer have to care for up to 14 patients on a single shift.
- Improvements to our vacation accruals similar to what our Keck coworkers already have.
- Most importantly, RESPECT.

We must show management that we deserve to be treated with dignity and not regarded as second-class workers.

STRIKE AUTHORIZATION VOTE

Go to
nuhw.org/vhh-strikevote2025
or point your camera phone
at the QR code below to give
our bargaining committee
the authorization to call a
strike, when and if they deem
it necessary.



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

NUHW STRIKE FAQs

Why are we voting to authorize our bargaining committee to call a strike?

We are moving this vote because USC Verdugo Hills Hospital continues to commit unfair labor practices, including countless unilateral changes to our working conditions. Since we began negotiations, the hospital has not moved on many important topics. USC Verdugo Hills Hospital continues to make wage and benefit proposals that keep us below our union siblings in the Keck Medical system. This strike authorization vote will send a strong message that we are united in opposition to their unfair labor practices and that we demand that they settle a fair contract immediately.

Do we have the right to strike and picket?

Yes. Our right to strike is expressly protected by federal law. Section 7 of the NLRA states in part, "Employees shall have the right... to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection." 29 U.S.C. § 157. Strikes are included among the concerted activities protected for employees by this section for all workers including full time, part time, and per diem employees. In addition, the First Amendment of the U.S. Constitution and California law both protect our right to peacefully picket.

Can I be fired or disciplined for striking? Can we be locked out?

No. It is illegal for employers to retaliate against employees for exercising the right to engage in protected concerted activities under the NLRA. We are engaging in an unfair labor practice strike and it is illegal for the employer to retaliate, permanently replace, or lock us out. The NLRA makes it unlawful for an employer to interfere with an employee's right to strike. 29 U.S.C. § 158(a)(3). It is also unlawful for an employer to retaliate or discriminate against any bargaining unit employee who participates in a strike. 29 U.S.C. § 158(a)(3). This means that USC Verdugo Hills Hospital cannot legally retaliate against you in any way because you exercised your right to strike.

When is the strike?

Our bargaining committee will determine if and when our strike will start once our vote has concluded. If we decide to call for a strike, we are legally required to give the hospital a 10-day notice.

Can I strike if I'm still in my probationary period?

Yes. You have the same rights and protections under federal law as any other employee in the union. Probationary employees who engage in protected activities are actually more protected from termination while engaging in protected concerted activity because the Employer would have to demonstrate a non-retaliatory cause for discipline.

I'm not a member of NUHW, but I don't cross picket lines. Can I honor the strike?

Non supervisory employees have the right to honor picket lines. If you are represented by another union, you should check with your union to see if your contract allows you to honor the picket line.

Is there a strike fund to help workers on strike?

NUHW has a strike fund, but only enough to cover the direct costs of organizing and conducting the strike.

Will I continue to get benefits while I'm on strike?

Under the National Labor Relations Act (NLRA), USC Verdugo Hills Hospital cannot withhold accrued benefits while we are on strike, but they also do not have to provide continuing compensation during it.

How can we ensure our patients are cared for?

We will be giving management official notice of the date the strike is scheduled to begin and end. Management has ample time to plan ahead by cancelling elective procedures for the day, gradually reducing the census, preparing managers to work on the floors, etc. We are striking for our patients! Our proposals are fundamentally about improving the quality of care at USC Verdugo Hills Hospital.

IMPORTANT REMINDER

None of us want to strike but we know that striking is our best way to get USC Verdugo Hills Hospital to listen and be accountable. We are standing up for our patients, our community, and each other.

Management is responsible for placing us in the position of having to fight to protect our patients, our values, our benefits and our co-workers.