



USC VERDUGO HILLS HOSPITAL

WE HAVE A TENTATIVE AGREEMENT!

After more than 30 bargaining sessions, we are proud to announce that we have reached a tentative agreement with management — and **it's a good first contract.**

19%

This agreement delivers real, measurable wins, including an **average wage increase is 19.1 percent over the life of the contract (3 years)** — a direct result of our strength, unity, and determination

See back for more details about our agreement.

RATIFICATION VOTE

We have a tentative agreement — now we need to vote on it.

Watch out for voting information early next week.

If you have any questions, don't hesitate to reach out to a bargaining committee member or NUHW Organizer Luis Vega at (714) 822-9308 or lvega@nuhw.org.



HIGHLIGHTS OF THE AGREEMENT

- **Wage Scale Based on Experience:** Finally, a pay system that recognizes our years of dedication and hard work.
- **Stand-By/On-Call Pay Improvements:** If our on-call time is restricted or controlled, we'll now be paid the State Healthcare minimum wage rate.
- **Improved Shift Differentials:** More fairness and recognition for working less popular shifts.
- **Guaranteed 15-Minute Breaks:** No more 10-minute breaks in some departments — now everyone gets the full 15-minute break.
- **Stronger Disciplinary Protections:** Fair processes, with arbitration rights if a grievance can't be resolved.
- **Anti-Discrimination Protections:** Clear safeguards to protect us.
- **Uniform Improvements:** Better support for workers who wear uniforms.
- **Seniority Rights:** Our time and service will now be respected and recognized.
- **Promotion Pathways:** A transparent process for job postings, bidding, and promotions.
- **Steward Council:** A union-led body to help ensure the contract is enforced fairly.
- **Labor-Management Committees:** A structured way to raise departmental concerns and make improvements
- **Right to Picket:** If management violates the contract, we'll have the power to respond.

We are preparing a full summary of the agreement that details all the gains we've made together.

This is a major step!

With this tentative agreement, **we are closer than ever to achieving wage parity with Keck** — and we're building the power to go even further in our next contract.

**This is our contract. This is our victory.
Let's ratify it and keep building our strength!**