



USC AMBULATORY CLINICS

MANAGEMENT MAINTAINS CURRENT OUTRAGEOUS WAGE PROPOSAL

Hello union siblings,

We are Lucy Lamont (HC2 Ortho), Chris Amici (HC2 CVI), Leo Cortez (HC4 Ophthalmology) and Jairo Silva (HC2 Internal), we are part of the bargaining committee and today, we issued our wage counter proposal. We also made counter proposals on:

- ARTICLE 4 – SENIORITY, REDUCTIONS IN FORCE AND RECALL
- ARTICLE 5 – JOB VACANCIES AND POSTING
- ARTICLE 18 – EDUCATION AND TRAINING

The reality is, that even after our wage counter we are still far apart on wages. Under the company’s current proposal:

- 100% of our job classifications would see reductions to our wage scales
- Over 40% of us, yes over 40% would get **NO raise** to our base rate (more than initially reported after further analysis)
- 38.6% of us would get a raise of **LESS THAN 2.5%**

- Colleagues with 15 or more years of seniority would receive an average of 0.1% raise
- Elimination of 5 columns on our wage scale, which provide extra compensation for years worked at USC

HEALTH INSURANCE

Today, after months of negotiations, management finally made a proposal on benefits. They offered to maintain a no premium healthcare option provided we do not give them a strike notice. However, their proposal did not clearly commit to maintaining our other plans, including the USC Trojan Care EPO, the USC PPO, and the Kaiser HMO plans. We will reject any takeaways to any of our healthcare plans because we are unified in our positions.

These proposals come after 93% of us voted to authorize a strike, and 99% of us approved it in record-breaking fashion. With proposals like these, USC is daring us to take action, and believe they can withstand whatever they think is coming. **Plain and simple, we may need to hit Keck Medicine of USC with something they can NOT withstand, and something they DO NOT think is coming, if we are to win.**

OUR NEXT BARGAINING SESSION IS MONDAY, SEPTEMBER 23.

MORE ACTION MAY BE COMING SOON!