



USC VERDUGO HILLS HOSPITAL

MANAGEMENT INTRODUCES A WAGES FRAMEWORK SUPPOSAL; IT RAISES A LOT OF QUESTIONS

Hello, union brothers and sisters,

My name is Grace Hurtado, a CNA in the ER Department. Today, we discussed Meals and Rest Periods, and management will send us the Uniform counter-proposal. We are moving slowly as management keeps proposing language that keeps us as second-class workers compared to our brothers and sisters who work at Keck.

Management provided us with their Wage Framework. They committed to no wage freezes and stated that there would be a cost-of-living adjustment between wage scale steps; this is positive. However, management is not committing to “weekend differentials” and no improvement on wage differentials across the hospital (they want to maintain the status quo). Additionally, management agreed to create a pay scale based on years of experience.

The most important item in this framework is the wage scale concept that they introduced, which is very complicated.

They want to create minimums and maximums in 2-3 year brackets, starting at 0 to 2 years and ending in 8 to 11 years of experience, and creating an 11-plus years bracket. According to management, they are doing an analysis that will compare our hospital to other “community hospitals.”

We have to fight for what we deserve; otherwise, we have to accept what they give us. We work hard and have committed our time to this hospital. Therefore, we deserve better. Stay tuned and reach out to your bargaining committee to hear more about the next steps. Importantly, management will bring its wage proposal to the next negotiations meeting; this meeting was just their supposal.

THE NEXT BARGAINING SESSION IS WEDNESDAY, OCTOBER 16