

*We made some progress & pushed back on management's...*

# **BAD PROPOSALS**



*Rudy Barzola and Kristel Escarilla represented us at the Bargaining Table today!*

**TODAY**, we reached Tentative Agreement on: Bargaining Unit Work, Management Rights, Union Security Clause, Zipper Clause.

*We had lengthy discussions today on management's proposals, including layoff language.* In the event of a layoff, Union contract language typically includes provisions that layoffs are based on seniority. In other words, someone who has worked at the hospital longest is the last one laid off. This ensures that during a difficult period, the hospital retains the most experienced employees. Van Nuys management, however, wants to base layoff decisions on "performance" rather than on seniority. So if your manager doesn't like you and gives you poor reviews, it doesn't matter how long you've been there.

*The other lively discussion today was on "successorship."* Management proposed language that if they decide to sell the hospital, the new owners won't be required to keep our jobs or any of our wages and benefits. Management claims that they don't see the need for any language in our contract guaranteeing that they will only sell to a new owner that agrees to keep hospital staff. We know that this is just another attempt to try to silence our voice on the job. Management said the new owner should bargain their own contract with the Union instead of "forcing" the current one on them. They show no interest in protecting our voice on the job and our strength in our Union.

**"What's Contract Bargaining?"**

learn more here:  
[bit.ly/CBA\\_ABCs](http://bit.ly/CBA_ABCs)

The next bargaining dates are **August 8<sup>th</sup> and 9<sup>th</sup>**

**Stand United & wear PURPLE or Union Scrubs**

Be sure to wear your purple on August 8<sup>th</sup> and 9<sup>th</sup> to show support for our Bargaining Team!

**Come out to the Purple R.V. on August 1<sup>st</sup>—6 a.m. to 8 p.m.**  
*Learn more about what's going on at the bargaining table.*

**Questions?** Contact our Bargaining Team or Union Rep/Organizer Tracy Andrews at (626) 379-5616 or by email at [andrewst@seiu121rn.org](mailto:andrewst@seiu121rn.org)



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