

We have a contract!

**BECAUSE
WE STOOD
TOGETHER**

*Job protections, respect for seniority and more now **GUARANTEED IN WRITING!***

The RNs at Southern California Hospital at Hollywood voted to ratify our Collective Bargaining Agreement with hospital management. It will be in effect for three years.

Highlights:

- **Respect for seniority, including the introduction of a wage scale based on our years of California licensure (total increase over three years of up to 17% for some RNs)**
- **A joint Labor Management Committee that will allow us to sit down with top hospital decision makers to fix issues and have a voice in the workplace, including a focus on the establishment of a break nurse role to help maintain nurse-to-patient ratios at all times**
- **Support of our ongoing education with guaranteed tuition reimbursement of a minimum \$600 per year**
- **An avenue to report health and safety issues and determine how the employer will handle these issues**
- **A grievance process for enforcing our contract**
- **Job protections and union representation, which helps protect RNs from bullying, favoritism or retaliation for speaking up about workplace issues**
- **Strong staffing policies that favor experienced hospital staff over outside substitutes**

A note from our Bargaining Team...

It was an honor to serve our colleagues in this effort to improve our hospital.

We are proud of the commitment to progress that all the RNs at SCHH have shown. And we want to remind all that this first contract is a firm foundation that we and those who join us will be able to build on in the years to come. We want to acknowledge that we didn't get everything we wanted in our contract. Contract bargaining is a back-and-forth process with management.

We have ongoing opportunities to build on our contracts over time and make even more progress.

Our new contract is a legally binding document, guaranteeing negotiated improvements and current standards (such as shift differentials) in writing. Now it's up to all of us to enforce it.

It's important to remember that our contract is only as strong as we are! It's up to each one of us to notify a Steward or our Union Rep/Organizer if we see any violations of this contract.

**Know your rights!
Know our contract!**

P.S. Stay tuned for upcoming information on how you can get involved in some of the new efforts outlined to the left, such as the new Labor Management Committee

Questions? Contact our Bargaining Team or Interim Union Rep/Organizer Sopheap Hoy at (626) 379-6112 or by email at hoys@seiu121rn.org



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