

# 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 Van  
Nuys 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 approx. 23%-40% for all 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
- Support of our ongoing education with guaranteed tuition reimbursement of a minimum \$600 per year
- Establishment of a committee (at least half of which will consist of RNs who provide direct patient care) to meet and review the hospital's matrix and acuity system
- 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.

Now it's up to all of us to enforce our contract. This new contract is a legally binding document, guaranteeing these improvements in writing.

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 Union Rep/Organizer Tracy Andrews at (626) 379-5616 or by email at [andrewst@seiu121rn.org](mailto:andrewst@seiu121rn.org)



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