



## 2.5% Raises Start With April 6 Paycheck

We should all see a bump in pay in our April 6 paycheck, thanks to members standing strong during negotiations in 2010 and 2011. Even during the worst recession since the Great Depression, by sticking together in our Union and even going on strike, we were able to secure a 2.25 percent raise for 2011, a 2.5 percent raise for this year, and will receive another raise of 3 percent at this time in 2013.

### Our Collective Bargaining Agreement says:

"Effective the first full pay period beginning after 3/15/12, the Hospital will increase the base hourly rate of each bargaining unit member by 2.5%. Wage scales will also be increased by 2.5% at that time. There will be no other wage adjustments for individual bargaining unit members pursuant to this paragraph other than the above-described 2.5% increase to base hourly rate."

## Our Union Works!



See our new  
2012 Wage Scale  
on reverse side!

**If your next paycheck does NOT include a 2.5 percent pay increase, contact a steward:**

Kathleen Burke, ER; Monique Johnson, ICU; Claudia Karner, ICU; Jouse Kuy, ICU (PM); Stella Chavez, Cath Lab; Donna Anderson, NICU; Elley Langsam, L&D; Laura Keith, COU; Linda Perrin, DOU; Sandy Gill, Med Surg; Susan Schneider-Farrell, Outpatient Surgery

**OR Union Representative Judith Serlin**  
(213) 247-4584 / [serlinj@seiu121rn.org](mailto:serlinj@seiu121rn.org)

## West Hills Hospital and Medical Center / SEIU 121RN 2012 Wage Scales

Effective the pay period nearest to March 15, 2012

Job Title	Start	Step 1	Step 2	Step 3	Step 4	Step 6	Step 15	Step 18	Step 20
New Grad	\$34.62								
RN Staff	\$36.36	\$38.17	\$40.09	\$42.09	\$44.20	\$46.40	\$47.33	\$49.70	\$50.70
RN Float	\$48.40	\$50.82	\$53.36	\$56.03	\$58.82	\$61.78	\$63.01	\$66.15	\$67.49
Clinical Educators	\$38.18	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$49.70	\$52.19	\$53.23
Educator/Lactation	\$38.18	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$49.70	\$52.19	\$53.23
NP/Occ Med	\$53.57	\$56.25	\$59.06	\$62.01	\$65.11	\$68.37	\$69.74	\$73.22	\$74.68
Sr. Case Manager	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$51.17	\$52.18	\$54.80	\$55.89
UR Coordinator	\$38.18	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$49.70	\$52.19	\$53.23



Please continue to fill out ADO forms. Our stewards and Union Rep utilize them in grievance and Staffing Issues Committee meetings with Human Resources.

## Increased Staffing Must Happen NOW!

Thankfully, our local economy is showing signs of life. And we see it in our patient load at West Hills, as well. If we want our patients who check in to have the best care possible to speed THEIR recovery, HCA needs to start hiring more RNs.

Staffing is at what seems to be an all-time low. Nurses shouldn't have to put their licenses or patient lives on the line so the hospital can save money. We need adequate CNAs as well as Charge RNs who are free to do their job without a patient load of

their own. The hospital needs to invest in their core service, which is patient care. And you can't have patient care without RNs.

West Hills RNs submit ADO forms to our Union on an almost daily basis due to understaffing. Our patient satisfaction scores suffer and some RNs have been overwhelmed to the point of quitting!

Even if the hospital is skeptical about the economy of the future and fear layoffs, staffing must be increased NOW. **It's a matter of life and death.**