



District 12

Gaylan Z Prescott
District Director

February 24, 2025

Mr. Blair Kent
Chief Executive Officer
MemorialCare Long Beach Medical Center
17360 Brookhurst Street
Fountain Valley, California 92708, US
bkent@memorialcare.org

Dear Mr. Kent,

As you may know, USW Local 2801 is currently in negotiations with MemorialCare Long Beach Medical Center. Local 2801 represents healthcare workers who occupy a variety of roles at Long Beach Medical Center.

Many of us worked here through the pandemic, risking our lives to serve our community during a time of extraordinary public need. At the time, you called us “essential workers” and “heroes.” We share your goal of providing the best possible care to the people of our community.

We know that staff recruitment and retention are important priorities for MemorialCare and for you as its leader. We hope that you understand that workers having a strong union contract with competitive wages and benefits will help you recruit and retain more excellent healthcare workers.

We are writing because we want to make you aware of the progress, or lack thereof, we have been able to make across numerous negotiation sessions with your representatives. We believe that several of the positions they have taken at the bargaining table are not only unusual in the industry, but represent a significant shift in the tone for the relationship between hospital management and the union.

Here are some of our outstanding points of contention:

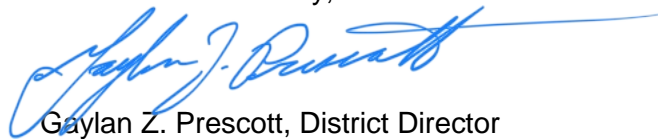
1. The wages and benefits that MemorialCare has proposed during bargaining are not adequate or competitive. We want the hospital to agree to wages that are competitive and that will bring more excellent healthcare workers to our facility.
2. Recent incidents at the hospital have made many healthcare workers more aware than ever of how dangerous their jobs can be. We would like to see a more robust proposal from the hospital addressing workplace safety.

3. Looking to the future, it is important to us that the contract address the potential impact of AI and other new technologies in the workplace. The union should have a role in assessing how these technologies might affect the implementation of the contract and their effect on workers.
4. MemorialCare wants to make significant and unacceptable changes to the union security portion of our contract. These proposals are an insult to our union and the long-standing relationship we've had with the hospital.

We want a contract that is just that - a binding contract that holds both sides equally accountable to the negotiated provisions and the law. We want a contract that contains raises and changes to benefits that will allow all of our members to live healthy lives, support families, and work at MemorialCare for years to come.

We are writing in the spirit of cooperation and mutual understanding. We hope that you will see why our negotiations have become slow and unproductive. We ask that you reach out to your bargaining team and ask that they work with us to create a fair contract that works for everyone.

Sincerely,



Gaylan Z. Prescott, District Director
United Steelworkers (USW) District 12