

ESC Local 20 Dignity Health

Negotiations Update #10



August 10, 2018

Victory! Tentative Agreement Includes 3% ATBs Annually and Wage Equity for All by the End of Contract for All Greater Sacramento ESC Local 20 Represented Locations

Our actions in the past months were key to our success in reaching an agreement. Petitions, Informational Picketing, wearing Union colors, and showing our willingness to strike, if necessary, gave the bargaining team the power it needed to bring home a Tentative Agreement on August 9 that includes:

- 3% wage increase Across the Board (ATB) every year for five years;
- All Local 20 units, including Saint Joseph's, unified under one contract;
- Wage Equity:
 - Woodland Radiology, POS Schedulers, and Lab Assistants: Full implementation of the Woodland Equity Study immediately following ratification;
 - Mercy and Woodland Laboratory Professionals: New wage scale comparable to Kaiser complete by January 2020, first step of up to 3% for eligible employees immediately following ratification;
 - Saint Joseph's: Structured salary schedule with clear annual steps fully implemented by August 2022, first step of up to 3% for eligible employees immediately following ratification;
- Increased annual tuition reimbursement to \$5,250 for Full-Time employees;
- Healthcare: All employees will remain on their current plan. Everyone, who is not already, will begin paying new healthcare rates in 2020.
- Many other improvements in contract language.

Your volunteer Bargaining Committee was resilient and unified, working long hours, many on their own time to achieve this agreement with strong wage increases and many other benefits. Thank you to the Bargaining Committee and *all* the union members who stood strong and took action to get the contract we deserve!

Your Bargaining Team Unanimously Recommends a “YES” Vote.

(Ratification details on the reverse)

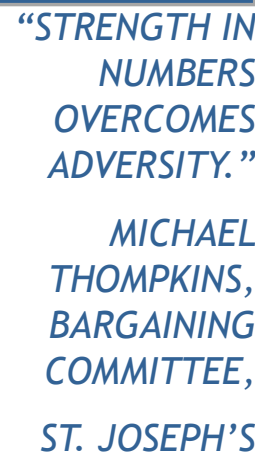
Ratification Meetings and Vote Details

Ballots will be mailed to all members the week of August 13 and must be returned by August 27. Ballots returned by USPS must be received by August 27 at 810 Clay St., Oakland, CA 94607 or may be returned in person to Michael Aidan at a ratification meeting (schedule below).

Only full members, not Agency fee payers, are eligible to vote, with the exception of St. Joseph's workers. All ESC Local 20 represented St. Joseph's workers are eligible to vote on their first contract.

Ratification Meetings with Bargaining Committee Members:

| | | |
|-----------------|-----------|-------------------|
| Woodland: | August 15 | 2:00-3:30 p.m. |
| Methodist: | August 17 | 12:30 – 1:30 p.m. |
| Mercy General: | August 17 | 1:45 – 2:15 p.m. |
| Saint Joseph's: | August 20 | 1:00 – 4:00 p.m. |
| Folsom: | August 22 | 1:30 -2:30 p.m. |
| San Juan: | August 23 | 1:30 – 2:30 p.m. |



*“STRENGTH IN
NUMBERS
OVERCOMES
ADVERSITY.”*

*MICHAEL
THOMPKINS,
BARGAINING
COMMITTEE,
ST. JOSEPH'S*

Any questions? E-mail maidan@ifpte20.org or contact a Bargaining Committee member: Vicki Melter, Sheri Whittaker, Angie Eidson, Sergiy Neverov, Sheng Yang, Michael Thompkins; Staff: Shannea Patterson.