

NEW CONTRACT RATIFIED

Bargaining Update #5

July 2016

After months of negotiations, including help from a Federal Mediator, the ESC Local 20 Bargaining Team is pleased to announce a new ratified contract. This TA includes significant economic gains, in addition to other workplace improvements for ESC Local 20 members.

A special thank you to bargaining team members Sherri Whitaker, Patricia Vanbronkhorst, Shannon Teaff, and Aaron Marks whose leadership and commitment to securing a fair contract led us to this agreement.

Summary of Economic Gains

- ✓ **2% ATB Annually:** Upon ratification & May 2017
- ✓ **Signing Bonuses:** \$500 for Full-time (\$300 for Part-time) upon ratification
- ✓ **Equity Committee:** Market Wage study for Greater Sacramento Area
- ✓ **Weekend Work Pay Premium:** Additional \$1.70 per hour for all hours worked between 11pm Friday and 11pm Sunday *for all classifications* (effective until 3/31/18)
- ✓ **Standby Pay:** Rate increased to \$8 per hour

Other Workplace Gains

Bereavement Leave – Now applicable to step-parents. Employees now have up to ninety calendar days from a death to use leave, instead of within seven consecutive calendar days.

Martin Luther King Holiday – Additional holiday honoring civil rights leader

Performance Evaluations – If an employee receives negative performance remarks that can lead to discipline, we can now grieve results.

Joint Labor Management – Joint committee to discuss and resolve scheduling, staffing and break coverage issues. Employees will be compensated at straight-time pay for attendance, up to a maximum of two hours per employee per month.

Grievance and Arbitration – Added Mediation prior to filing for Arbitration, providing additional discussion and opportunity for resolution of issues.

New Hire Orientation – ESC Local 20 can now attend New Hire Orientation to introduce the Union and the terms of our contract to all new employees. Stewards shall be released from work, without loss of pay, to participate.

Merge with ESC Local 20 Dignity Sacramento effective 2018 – Bargaining on contract merger, including displacement protections, to start early. The merger will increase our strength in numbers and power at the negotiating table.



Engineers and Scientists of California Local 20

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