

# ESC Local 20 Dignity Health

## Negotiations Update #1



November 3, 2017

### Woodland Wage Equity Negotiations

The current Dignity Woodland contract provides for an Equity Committee on market wage conditions. A study of Greater Sacramento area wages found a severe market wage gap for Woodland Rad Techs and Point of Service Schedulers. In September, the Union submitted a comprehensive proposal to the Equity Committee that would begin to close this gap.

After several delays from Management, on October 25<sup>th</sup>, we met again and were stunned that not only the employer was not prepared to offer a counter, but also that they wanted to wait until full contract negotiations before addressing these problems. We pressed for justification for their continued delays and also the facts to justify their position that our analysis was incorrect. Despite Management's delays and excuses, the Union remains committed to resolving these inequities as fast and as fairly as possible.

### Merging Woodland Mercy Contracts and Preparing for Full Contract Negotiations

The current Dignity Sacramento Area contract expires April 1, 2018, but can be renegotiated with at least 90 days advance notice. The Dignity Woodland contract contains a clause for merging with the Dignity Mercy contract, which strengthens our power at the bargaining table. On October 25<sup>th</sup>, we initiated the merger process by providing a detailed summary of the areas we thought the contracts could be merged with ease and those that might require separate, location-specific sections. Once we have a pathway for our contract merger, full contract bargaining will commence.

WE NEED TO HEAR FROM  
YOU!

COMPLETE YOUR BARGAINING  
SURVEY BY NOVEMBER 17<sup>TH</sup>

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2018DIGNITYCONTRACTNEGOTIATIONS

**What's Next?** Before we meet again, Management must respond to our Request for Information, including information on the Equity Study. Secondly, we need to hear from you to begin determining our top bargaining priorities. **Complete your bargaining survey November 17<sup>th</sup> at: [IFPTE20.org/2018DignityContractNegotiations](http://IFPTE20.org/2018DignityContractNegotiations)**

Make your voice heard!

In Unity,

A handwritten signature in black ink, appearing to read "Michael Aidan".

Michael Aidan, ESC Local 20 Assistant Executive Director  
Shannon Teaff, Woodland; Sherri Whitaker, Woodland; Sergiy Neverov, San Juan; Kathy Brandenburg, General; Sheng Yang, Methodist; Angie Eidson, Staffing Pool; Ahmad Polad, San Juan; and Union Representative Shannea Patterson