

ESC Local 20 Dignity Health

Negotiations Update #3



February 23, 2018

Dignity Response Disrespectful on All Major Issues

The Union has been clear that we need a contract that provides fairness and equity for *all* our Greater Sacramento Dignity members, no matter what facility they work at, as well as fair raises and affordable benefits. Dignity Administration's response at bargaining on February 12th and 19th was disrespectful on every issue:

Healthcare: Proposed dramatic increases in monthly premium costs, for most plans and more increases annually. Beginning January 1, 2020, monthly premiums would be increased by 6% a year.

Woodland Wage Equity: Instead of agreeing to implement the Wage Equity study, which would bring all Stockton, Sacramento and Woodland workers onto the same wage scale, the employer proposed only moving *some* onto a schedule in December 2019.

COLAs: 1% on ratification, 1% August 2018, 1% February and August 2019 with 2% in 2020 and 2021.

St. Joseph's Inclusion in Greater Sac Contract: Complete rejection of creating fair and equitable working standards for all ESC Local 20 represented professionals in one contract.

HEALTHCARE RATE INCREASES

Effective January 1, 2019

Employee Only	\$0
Employee + Child(ren)	\$100
Employee + Adult	\$125
Employee + Family	\$175

Pushing Back on Healthcare Cuts & Supporting SEIU Actions

Your breaks are your time. With the same cuts headed our way that SEIU is taking action against through their informational picketing, it is important we show our SEIU brothers and sisters support, and show management our outrage, on this issue by joining them outside on non-work time.

All of us wearing our buttons and t-shirt together sends a strong message to management we are united and ready to stand up for a fair contract. Talk to your Bargaining Committee representative to get your ESC Local 20 t-shirt and button, and find out what day your facility is wearing them.



Bargaining Committee: Standing L-R: Ahmad Polad, Sergiy Neverov; Sitting L-R: Kathee Brandenburg, Angie Eidson, Sheng Yang, Sheri Whittaker, Shannon Teaff; Not pictured: Radiology Consultant, Rosemary Nelson, Michael Aidan, Shannea Patterson