

# ESC Local 20 Dignity Health

Negotiations Update #5



April 30, 2018

## **Victory: St. Joseph's Lab Joins the Greater Sacramento Contract Negotiating Table**

Recently, new members at St. Joe called for equity in pay and working conditions with other ESC Local 20 represented healthcare professionals in the Greater Sacramento area. Nearly all of our St. Joe's Lab Professionals signed our petition that was delivered to the CEO; this show of strength and unwavering unity led to Dignity's agreement to include St. Joe's Lab Professionals in the current Master Contract negotiations.

A Tentative Agreement (TA) was reached to include St. Joe in the same contract with their union brothers and sisters at the other Greater Sacramento facilities—and increase our strength in numbers. Despite signing the TA, management is now trying to wriggle out of what they agreed to with inaccurate descriptions of the election process, but on April 25<sup>th</sup>, St. Joe's representatives formally took their seats at the table with the rest of the ESC Local 20 bargaining team.

Great work to all those who took action for fairness!

## **April 25<sup>th</sup> Bargaining Results in Some Progress on Wage Equity but Benefits Remain a Key Area of Dispute; Next Bargaining Date Set for May 15<sup>th</sup>**

Last week, the Bargaining Team held firm to our most recent proposals: no benefit take-aways and implement wage equity. With dozens of ESC Local 20 Woodland members walking by negotiations in their union swag and observing bargaining, Dignity Management got the message we are serious on reaching a contract that includes fair wages without cuts or increased cost to our benefits.

In response, Dignity later countered with an improved wage proposal that was a step in the right direction but not enough. We believe another bargaining session could be eventful and have scheduled one for May 15<sup>th</sup>. Dignity's wage proposal increased selected classifications, but left others far behind the market. This includes a completely unacceptable proposal for St. Joe's lab professionals that is *lower than their current pay*.

Our team informed the company we needed a new benefits proposal before we could respond to their wage offer. The employer's last benefit proposal would eliminate dental and vision coverage, and add monthly premiums ranging from \$100 to \$175 a month.

## **What's Next: Show Your Union Pride Every Day Leading Up to May 15<sup>th</sup>**

Before we meet with Dignity again on May 15, we need to show our collective strength, our support for our bargaining team, and our readiness to fight by wearing ESC swag every day. Also, be on the lookout for a petition of support being circulated by your Bargaining Team.

**If Dignity's position on healthcare and fair, equitable wages does not change significantly and soon, we need to prepare to take further action. We never know what it will take to win but it is time to turn up the pressure to get the contract we deserve!**