

ESC Local 20 Dignity Health

Negotiations Update #4



April 17, 2018

We are ready to take action, are you?

Are you tired of Dignity Health dragging contract negotiations out and of all of the false wage equity promises? You are not alone. Your bargaining team is fed up!

We need to send Dignity the message that we are not going to tolerate the second-class treatment they have been giving us for years.

Contact the bargaining team member at your facility to find out what you can do!

ESC Local 20 Bargaining Team

- Ahmad Polad (Folsom)
- Angie Eidson (Multiple Locations)
- Sherri Whitaker and Victoria Melter (Woodland)
- Claudette Arucan, Kelly Kimball, Michael Thompkins, and Ron Artis (St. Joseph)
- Kathee Brandenburg (Mercy General)
- Sergiy Nevorov (Mercy San Juan)
- Sheng Yang (Methodist)

What are the Proposals?

	Dignity	ESC Local 20								
Healthcare	<p>“Effective January 1, 2019, all employees electing to continue coverage under the fully employer paid medical plan will pay a monthly premium based on the level of participation elected by the employee as follows:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Employee Only</td> <td>\$0</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$100</td> </tr> <tr> <td>Employee + Adult</td> <td>\$125</td> </tr> <tr> <td>Employee + Family</td> <td>\$175</td> </tr> </table> <p>Beginning January 1, 2020, these monthly premiums will be increased by 6 % a year.”</p>	Employee Only	\$0	Employee + Child(ren)	\$100	Employee + Adult	\$125	Employee + Family	\$175	<p>No health care changes.</p>
Employee Only	\$0									
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Wages	<p>Instead of agreeing to implement the Wage Equity study, which would bring <i>all</i> Stockton, Sacramento and Woodland workers onto the same wage scale, the employer proposed moving <i>only some</i> onto a schedule in December 2019.</p> <p>ATBs: 1% on ratification, 1% August 2018, 1% February and August 2019, with 2% in 2020 and 2021.</p>	<p>Implement the Equity Study conducted last year; bring all CLSs (Mercy, Woodland, Saint Joseph’s) in line with each other at a rate comparable to Mercy Nuclear Ultrasound Techs retroactive to January.</p> <p>ATBs: 5% for all classifications April 1, 2018.</p>								

Remember: We are still bargaining and wages and benefits have not been agreed on. All tentative agreements must be approved by a vote by the full membership.

What can I do to help win a fair contract?

Together we can let Dignity know we are not settling for less than we know we deserve. When we show unity and collective action in the workplace, we show our strength—and that gives us the power at the bargaining table that we need to win a fair contract.

YES! I’m ready to fight for the contract we deserve. You can count on me to...

- | | |
|--|---|
| <input type="checkbox"/> Wear ESC swag to show you are committed to your Union
<input type="checkbox"/> Sign a petition | <input type="checkbox"/> Participate in an informational picket
<input type="checkbox"/> Whatever it takes to win a fair contract, including going on strike |
|--|---|

Name: _____ Cell Phone: _____

Personal Email: _____ Hospital: _____

Classification: _____ Department: _____

**Please return this portion to your Bargaining Team member*