

ESC Local 20 Dignity Health

Negotiations Update #6



June 5, 2018

Dignity: Where's the respect?

Dignity's most recent proposals contain "worst of everything" on wages and benefits and include "fake" wage equity plan. Yet, ESC Local 20 remains strong on these key issues with the support of more than 175 members' signatures on a petition demanding retention of benefits and equitable pay.

While your Bargaining Team holds strong to our key demands, Dignity continues repeating their insulting benefits proposal and now offering wage increases of only 2% a year for a 4 or 5 year contract (our choice!). In other words, Dignity wants us to take the worst of everything for wages and benefits: the lowest increases of any union *and* for us to pay for healthcare costs!

On top of that, their Wage Equity proposal consists of movement to wage schedules, based on Kaiser (CLSs & MLTs) or Mercy (Lab Assistants, Schedulers, Technologists), that would:

- Not start until December 2018, by which time Kaiser workers in both SEIU and ESC will have received at least a 3% increase, ultimately leaving Dignity workers just as far behind; and
- Limit movement to the new scale to 3% or less (whichever is lower), no matter how far off the equity schedule you are.

Dignity attempted (again) to separate the St. Joseph's members from the rest of the Greater Sacramento contract—and then offered no wage improvements and actually sought a *lower* pay scale than most current rates.

Unbelievably, Dignity tried to kick the St. Joe's union rep off the Union Team and move the St. Joe's talks to another table—despite their agreement to them in the Greater Sacramento ESC Local 20 contract! Additionally, Dignity wants St. Joe's staff to maintain the high level of work and the certification required for doing so but on a lower pay scale. The Union is contacting the Federal Mediation and Conciliation Service for further support on these issues.

Time to take action! Member meetings will be held at all worksites during the next few weeks in June. We will review copies of Dignity's proposal and make an important decision: authorize further action or accept more insults and disrespect from Dignity.

Keep wearing your Union pride and check with your Bargaining Committee member for dates and locations of member meetings.

Bargaining Committee: Vicky Melter, Sheri Whittaker, Angie Eidson, Sergiy Neverov, Sheng Yang, Kathee Brandenburg, Ahmad Polad, Ron Artis; Staff: Shannea Patterson.