

ESC Local 20 Dignity Health

Negotiations Update #9



July 25, 2018

Dignity Blocks Progress Again

At mediation on July 24, it was clear our message from the picket lines resonated all the way up the chain of Corporate Dignity. Scott Fuller, Labor Relations VP from corporate office attended for the first time to deliver the message that lab and imaging professionals really need to contribute to healthcare premiums in order to offset some hospitals that are not profitable and tried to push our bargaining team off our key demands, but we stood strong.

Apparently, getting Local 20 on the new healthcare plan and holding down wages is key to Dignity's financial health. However, with Dignity bringing home \$28.4 billion in revenue and CEO Lloyd Dean receiving a total compensation of \$5.1 million, we are not buying it.

Local 20's official position is still 5% ATBs, full wage equity with retro pay to January, and no benefits changes. Yet, trying to reach a compromise, we floated the following and this is Dignity's response:

	ESC Local 20	Dignity
Across the Board Increases (ATBs)	3% annually in August for 5 years	3% annually in December beginning in 2018
Wage Equity	Full wage equity upon ratification	Phase in wage equity incrementally at 3% over 4 years No wage equity for St. Joseph's (wage talks <i>to begin only after ratification</i> of the remainder of the contract)

Healthcare: The Union proposed a reasonable compromise that kept everyone on their current plan, which means St. Joseph's would continue to pay the new healthcare rates as they currently are. Dignity wants everyone, who is not already, to pay the new healthcare rates plan in 2020.

Dignity's most recent proposals made it clear, they are not serious about solving the pay inequities or a fair contract in a timely way until we push them hard enough to do so.

The Bargaining Committee is meeting Friday evening to talk about bargaining strategy, evaluate the strike assessment, and make plan to bring home the contract that we deserve. Please make sure all strike assessment forms are received by 3 p.m. Thursday. Strike assessments can be returned by fax (510) 238-8324 or e-mail maidan@ifpte20.org

Images from your actions can be seen at www.facebook.com/ESCLocal20

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