



**Engineers & Scientists  
of California**  
Local 20 IFPTE



Home Health Occupational, Physical, and Speech Therapists  
Negotiations Update

August 22, 2018

**More Non-Economic Issues Resolved, Wages and Benefits Talks to Begin Soon**

Local 20 and Kaiser Permanente met for bargaining on August 16 and August 21. The parties reached Tentative Agreement on Job Posting procedures. We also had extensive conversations regarding Staffing/Workload.

We continue to follow our agreement to discuss non-economic and operational issues prior to considering financial matters, and now feel sufficiently close to resolving the outstanding matters in those areas. That means, soon we should be able to address wages and benefits. During the 20-year history of the Labor-Management Partnership, most economic issues have been addressed in the National Agreement between the Coalition of Kaiser Permanente Unions and Kaiser, and that model will be a main part of our discussion on wages and benefits for Home Health Therapists when we begin.

**What does the Recent Update on the National Agreement Mean for Me?**

This week, ESC Local 20 sent an update on the status of negotiations and our action plan to move Kaiser back to the bargaining table. As you know, Kaiser cancelled bargaining for a new National Agreement and the Coalition Unions are pressing them to resume. As a Coalition, we have filed Unfair Labor Practice charges, wore stickers, held informational picketing, and more to get Kaiser back to the table so we can reach a fair agreement for all our members.

Home Health Therapists are not technically part of the National Agreement yet. However, we want to keep you up to date on what is happening, since we are seeking to complete the Home Health Therapists' negotiations and secure your inclusion the National Agreement prior to its expiration on September 30. No matter what happens, you can be assured ESC Local 20 is committed to reaching a fair agreement for all our members, new and old.

**Next Bargaining Dates: September 4 and September 28.**

Michael Aidan, ESC Local 20 Chief Negotiator