

Contract Overwhelmingly Ratified by 88%

Months of actions including petitions, delegations, pickets, and preparing for a strike brought about a Tentative Agreement that met all our key demands and resulted in the first ever Greater Sacramento ESC Local 20 Contract. With all three locations voting “YES,” 130 votes were cast to ratify the Tentative Agreement by 88%. Thank you to everyone who took action to reach this historic agreement that brings together the power of all 200+ Greater Sacramento Area members in one contract, includes fair ATBs for all members, and provides equity and fairness in pay for all of our classifications.



Highlights of the Agreement:

- ✓ 3% wage increase Across the Board (ATB) every year, for five years, for all members
- ✓ All Local 20 units, including Saint Joseph’s, unified under one contract, concentrating the full power of 200+ members into one contract;
- ✓ Wage Equity Implementation that brings those furthest behind to market first, with some members getting as much as a 15% wage increase upon ratification;
 - **Woodland Radiology, POS Schedulers, and Lab Assistants:** Full implementation of the Woodland Equity Study immediately following ratification;
 - **Mercy and Woodland Laboratory Professionals:** New wage scale comparable to Kaiser complete by January 2020, first step of up to 3% for eligible employees immediately following ratification and additional increases in 2019 to move closer to scale;
 - **Saint Joseph’s:** Structured salary schedule with clear annual steps fully implemented by August 2022, first step of up to 3% for eligible employees immediately following ratification and biannual increases of 3% for those needing the greatest movement to get on scale;
- ✓ Increased annual tuition reimbursement to \$5,250 for Full-Time employees;
- ✓ Healthcare: All employees will remain on their current plan. Everyone, who is not already, will begin paying new healthcare rates in 2020, after having received strong wage increase for two-years prior to off-set the costs. Capped healthcare cost increases for the life of the contract (i.e. NO 6% increase on premium each year)
- ✓ Many other improvements in contract language.

Congratulations to everyone who stood strong and took action for the contract we deserve!