



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



Home Health Occupational, Physical, and Speech Therapists Negotiations  
Union Update  
April 16, 2019

**Labor Relations Response at Bargaining Ignores Important Work of Therapists**

- **Union Plans to Escalate Issues of Wages and Benefits to National Level:** Kaiser Labor Relations once again was silent on a response to our wage and benefits proposal to be treated the same as other Kaiser health professionals. If management continues to ignore us on these important issues, the Union is ready to escalate these issues to the national bargaining table. Our ask is simple: we want wages and a pay system in-line with other Kaiser healthcare professionals and our benefits reinstated to match TPMG therapists and other ESC Local 20 union members.
- **Predictive Guidelines' Negotiations Crept closer to Tentative Agreement but...**  
While we came closer to realistic standards for Starts of Care, our need for Case Management Time is not being addressed. This would give us tighter control of the hours we work, but the employer is still denying us the right to time and a half pay for Overtime or protection against mandatory Overtime (as is outlined in the National Agreement).

It is clear that without more pressure, Kaiser will continue to ignore our legitimate demands and drag out bargaining indefinitely. We deserve better—and we will keep fighting until we get it! Next bargaining date is scheduled for May 1.

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**Rolling Pickets Kickoff: April 30<sup>th</sup> at 7:30am  
Santa Rosa Medical Office Building 2**

Let's show Kaiser Management we are fed up with their delays and blatant disrespect. It's time for a fair contract—NOW!

Out of the area but have the day off? Hop in your car and join us!

Looking for another way to show support? Ask your Contract Action Team leader about an action we are asking all Home Health Therapists to take in solidarity with those walking the picket line.  
Be ready: it's an easy ask!

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**ESC Local 20 Building Support from Elected Officials**

This week we had a call with Sonoma County Supervisor Shirley Zane asking for her support. We are pleased to report Supervisor Zane offered full appreciation for the important work that Home Health Therapists do and encouragement on reaching a swift and fair settlement of a contract.

In Unity,

Michael Aidan, ESC Local 20 Chief Negotiator

Bargaining Committee: Erelah Gafni, Oakland; Ken Rosenfeld, Santa Clara; Marianne Nicholson, Martinez; John Wickenburg, Santa Rosa; and Kathleen Doerr, Sacramento