



September 3, 2020

Negotiations Update: New Proposals from Sutter

Dear RNs,

Yesterday, your bargaining team -- Margaret, Juliet and Adolfo -- met with Sutter to bargain over our wages and working conditions. We received five proposals from Sutter that we are currently evaluating, and we will craft counter proposals to present at the next bargaining session. We informed Sutter that we have concerns about their proposal regarding breaks, as it places the responsibility on RNs to inform management that they will not be able to take their breaks. It appears that Sutter understands our concern, and they may provide us with a different process.

Sutter's proposals included a reduction in the PTO accrual rates and decreasing the PTO accrual cap to 325 hours. They have also proposed to maintain the medical, dental, vision and AD&D benefits but included language that would allow them to unilaterally change these benefits. We informed Sutter that we would not agree to language that would waive our right to bargain changes. Finally, we received a proposal to swap the day after Thanksgiving with the Martin Luther King Jr. holiday, and while we are evaluating the proposal, it is still our intention to add MLK, Jr. Day to the list of holidays, as they are all important.

The Union passed our proposal on Cost Of Living Adjustments (COLAs) and the vacation request process for Practice Nurses and Oncology Nurse Navigators, but we will need to amend this proposal to ensure we cover all our bases.

Our next bargaining session is scheduled for September 16th. We plan to provide Sutter with responses to their proposals as well as a few more of our own proposals, but we are nearing an end!

Your support during bargaining is crucial in reaching a contract that you will ratify, and we are thankful for your support.

Your Bargaining Committee,
Margaret, Juliet and Adolfo

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