



September 17, 2020

## Negotiations Update: Union Proposes Wage Scale, TA Reached on Grievance Process

This week, negotiations continued -- and we have a lot to report:

**TA on Grievance Process:** We are pleased to report we have a tentative agreement covering the grievance process that includes a just cause discipline standard and binding arbitration to settle any disagreements, including whether there is just cause for disciplinary action. Just cause means that in union settings, the employer must have a reason to act in disciplining an employee, and the reason must be just and fair. [Read more about just cause.](#)

**Union Makes Wage Proposal:** Your bargaining team made our wage proposal, which includes automatic movement over time with placement based on fair, impartial criteria. The structure of our wage proposal is like that of many other RN and healthcare workers. We proposed that RNs get credit for their overall experience and years of service at Sutter to determine placement on the wage scale. Then each year, the wage scale would be adjusted by a base-building Cost-of-Living-Adjustment (COLA). We have heard loud and clear from RNs that merit-based bonuses are not a fair way to compensate RNs for their important and valuable work, and leave too much room for management to play favorites. Additionally, bonuses are taxed at a higher rate, do not require the employer to pay 6.2% towards your social security payments, and do not add to your retirement funds. Right now, 14 RNs are at the top of the scale, and about two other RNs are very close to the top of the scale. With our proposal, even those at the top of the wage scale would still receive COLAs that build base wages for retirement and social security.

**Standing Strong on PTO and Holidays:** We are holding firm on maintaining current PTO rates, preserving the Day After Thanksgiving as a holiday, and adding Martin Luther King, Jr. Day. Sutter wants us to swap the Day After Thanksgiving holiday for MLK, Jr. Day. RNs recognize the importance of both of these holidays to spend time with family, and if Sutter requires you to miss out on that to work, you should at least get some premium pay that comes with working a holiday.

**A note on the bargaining process:** For issues we cannot agree on when we enter the mediation process, we will have an all-unit Zoom call to get direction from all of you on important matters. In the meantime, please remember that you are all welcome to be observers during bargaining!

**Bargaining Committee Nomination Results: Welcome Wendy!** Finally, we had significant participation in the nomination process. Although we have differences as to who we want to be at the table, we have more issues and ideas that unite us. Wendy Morikawa has been selected by RNs to replace Rosa at the bargaining table. Please give us all your strong support to achieve a great contract. We will be reaching out to you with questions/input relating to specific proposals, so stay tuned!

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