

May 3, 2017

Re: Tentative Agreement on a Contract

Dear ESC Local 20 Member:

We are pleased to announce that we have reached a tentative agreement on your contract. Your bargaining team unanimously recommends a YES vote on this contract. The language of the tentative agreement can be found at the following web address:

[www.ifpte20.org/2017VerityTA](http://www.ifpte20.org/2017VerityTA)

The Contract creates a new wage scale and continues/renews the language regarding your, retirement and working conditions for the term of the agreement. The contract expires April 30, 2020. The key points are as follows:

- This new wage scale increases the CLS I position by 10%, the CLS II and Lead increase by 6%.
- A new position has been created called the technical/specialist “Lead” which will be the “Lead” for a specific section, such as blood bank, microbiology, chemistry, hematology, etc. It will be 6% above the current “Lead” scale. This new scale includes increases of 3% in the second and third years overall. A competitive wage scale for MLT’s has been added to the contract.
- The new contract will increase shift differentials as follows: PM \$4 per hour, Night \$8 per hour, and Weekend \$2 per hour.
- In-charge pay will be \$2.50 per hour at all hospitals.
- Healthcare will shift from the current plans to the new ones we have previously reported on (see your bargaining team member for details). The PPO option is less costly for members.
- Documented discipline will be removed from the file at the request of the employee after 18 months.
- Ed Leave will change to a straight 40 hours per year with 20 hours to be used for on-line CEUs.

*(Over)*

- The employer also wanted to drastically reduce the retirement benefits. We told the Hospitals we would never agree to such a takeback. We were able to beat that back and retain the current retirement.
- Updated job descriptions for MLT, CLS I, CLS II, Lead and Specialist positions were thoroughly reviewed and accepted. These are available for you to review.

This is a summary and we recommend that you go to the link and review the tentative agreement for your hospital.

We have enclosed a ballot, ballot envelope and return envelope. To vote you will need to mark your ballot.

- A **YES** means you accept the tentative agreement.
- A **NO** means you reject the agreement and authorize a strike.

#### **VOTING INSTRUCTIONS:**

1. Mark your ballot.
2. Put your marked ballot inside the small “Ballot Envelope” and seal. Do NOT put your name on the ballot or the ballot envelope.
3. Put the sealed ballot envelope into the postage-paid envelope addressed to Engineers & Scientists of California Local 20. This envelope will have your mailing address label on it. **Do not remove the label!** Your address label will be used to verify your eligibility to vote, ensuring that no member votes more than once, while the inside ballot envelope guarantees that your vote remains secret.
4. Mail back to ESC Local 20.

#### **VOTING DEADLINE:**

Please be sure to mail your ballot in enough time so that it **arrives** at the ESC Local 20 office by **Friday, May 19, 2017**. We will count the ballots on **Tuesday, May 23, 2017**.

You can speak to your bargaining team CLS Representative or Union Representative, Nick Steinmeier at (415) 279-9950, if you have questions. Again, we recommend a **YES Vote**.

In Unity

Marife Bologniata, St. Louise  
 Fred Rivera, Seton  
 Bill Horbaly, O’Connor  
 Nick Steinmeier, ESC Union Representative



**Engineers and Scientists of California  
Local 20**



**International Federation of Professional and Technical Engineers  
AFL-CIO&CLC**

**Seton Medical Center  
Bargaining Unit Contract  
Ballot**

**YES, I accept the Tentative Agreement**

**NO, I reject the Tentative Agreement and authorize a strike**

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**St. Louise Regional Center  
Bargaining Unit Contract  
Ballot**

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**O'Connor Hospital  
Bargaining Unit Contract  
Ballot**

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