

ESC Local 20 Sonoma County Reaches Tentative Agreement, Bargaining Team Recommends “YES” Vote



September 25, 2018

Over the past 6+ months, ESC Local 20 members at the County of Sonoma took action for a fair contract and we won! Our Informational Picketing, Board of Supervisors actions, Blue Tuesdays, Sticker Up Days, unity coffee breaks, and other actions gave the bargaining team the power it needed to bring home a strong Tentative Agreement that includes:

- ✓ \$2,681 lump sum for all employees effective with the pay period that begins November 6, 2018
- ✓ \$1,437 lump sum for AODS Counselors, Biostatisticians, Health Information Nutritionists, Occupational Therapists, Physical Therapists, Public Health Microbiologists, and Senior Client Support Specialists, disbursed in two payments of \$718.50 each, on November 28, 2018 and July 24, 2019.
 - ✓ New Classification and Compensation Review Committee to further review market equity issues for the above classifications in preparations for the next contract negotiations
- ✓ UFP will end December 31, 2018, equating to an ongoing 2.13% wage increase, and 24 extra one-time holiday hours to ensure everyone gets their full amount
- ✓ New Cesar Chavez Holiday on March 31 every year
- ✓ Increased employer contribution to healthcare costs
- ✓ Dental premium “holiday” for 4 months, from February – June 2019
- ✓ Reimbursement of renewal costs of required licenses and certifications
- ✓ Increased amount and automatic annual reimbursement for required safety shoes/boots
- ✓ Language ensuring no less than \$500/month for Retiree Health
- ✓ Improved access for the Union to employee information, New Employee Orientation, increased number of stewards and hours of paid union release time, increased paid bargaining release time, improved Labor Management Committee provisions.

Your volunteer Bargaining Committee was resilient and unified, working long hours, many on their own time to achieve this agreement with many benefits increases and provisions that will protect our interests for years to come. Thank you to the Bargaining Committee and *all* the union members who stood strong and took action to get the contract we deserve!

(Ratification details on the reverse)

**Your Bargaining Team Unanimously Recommends a
“YES” Vote.**

Ratification Meetings and Vote Details

Ballots will be mailed to all union members by October 2, 2018 and may be returned by USPS or in person at a ratification meeting (see schedule below). Ballots returned by USPS must be received by October 16 at 810 Clay St., Oakland CA 94607. Ballots may also be returned in person to Lis Fiekowsky on October 15 or October 17.

Only dues-paying Union members are eligible to vote. Union cards will be available at all meetings for those who want to change their status and vote.

Pre-Ratification Membership Meetings with Members of the Bargaining Team:

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| October 2 | City View Room, 625 5 th Street
11:30 a.m. – 1:30 p.m. (lunch provided)
4:00 – 6:00 p.m. (dinner provided) |
| October 3 | The Lakes, 2245 Challenger Way Conference Room
11:30 a.m. – 1:30 p.m. (lunch provided)
4:00 – 6:00 p.m. (dinner provided) |
| October 8 | The Lakes, 2225 Challenger Way (CSU Conference Room)
11:30 a.m. – 1:30 p.m. (lunch provided)
4:00 – 6:00 p.m. (dinner provided) |
| October 9 | Mary's Pizza on 4 th Street
11:30 a.m. – 1:30 p.m. (lunch provided)
City View Room, 625 5 th Street
4:00 – 6:00 p.m. (dinner provided) |

Ballot Drop Meetings

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|------------|-----------------------------------|
| October 15 | Location TBA
12:00 – 5:00 p.m. |
| October 17 | Location TBA
12:00 – 3:00 p.m. |

Questions? E-mail lfiekowsky@ifpte20.org

or contact a Bargaining Team member Charlotte Fess, Chris Dunia, Darcy Bering, Erendira Aparicio, Jen Keegan, Jennifer Law, Jon Akre, Nancy Martin, Natalie Rogers, Patricia Thomas, Rebecca Purcell, Siobhan MacIver, Thomas Cooper, and Todd Hart