



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



Home Health Occupational, Physical, and Speech Therapists Negotiations
Union Update
February 11, 2018

Show of Union Support and Pride by Home Health Therapists to Push Negotiations Forward: As reported, negotiations for your first ever contract are getting closer to a conclusion. In order to assist your Bargaining Committee in the final push to the finish line and ensure you get the respect, benefits, work-life balance, and economic compensation you deserve, a majority of your colleagues are now wearing the Local 20 lanyard or spring reel badge holder.

We are also circulating a petition that dozens of you have already signed. We have held several member meetings to share information from bargaining Committee members and Union staff.

These actions are showing our strength, unity, and organization for all to see!

Predictive Guidelines: At the most recent session, talks continued on supporting a positive work-life balance through predictive guidelines. Kaiser asserted that, on average, Therapists work an additional 45 hours a year. They also asserted that Southern California Therapists are able to comfortably see two SOCs a day. However, they did not provide supporting data for this claim and overlooked the fact that Southern California Therapists have non-exempt status (i.e. time and a half pay for additional hours; holiday pay; an option for 10 hour/4 day work weeks, etc.).

We have said this in every Update and repeat: *Your Bargaining Committee strongly encourages you to claim all time worked. This is essential so that we can present a true picture of work time at the table and reach a fair settlement on this issue.*

When we told Kaiser that not all Therapists felt comfortable reporting all hours worked over 40 in a week, Kaiser Management representative Carol Orlando stated that Kaiser has an “*OPEN ENVIRONMENT (all employees should feel) COMFORTABLE HAVING OPEN CONVERSATIONS.*”

Wages and Benefits: Kaiser ignored our proposals to reinstate lost benefits and a comprehensive wage structure that includes steps and ranges, similar to Home Health RNs. This is disrespectful.

Keep the Pressure on for a Fair Contract: We call on all Home Health Therapists to stand united and take whatever action is called by the Committee: wear your union colors, sign the petition).
REMEMBER: we are a union now! We may not have a contract yet, but we do have local Union Reps (names can be found at www.ifpte20.org) to support us during this time and we are entitled to take appropriate, collective, protected legal action.

Next bargaining dates: February 22 and March 1.

We appreciate your patience and continued support.

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