



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



Home Health Occupational, Physical, and Speech Therapists Negotiations
Union Update
January 22, 2019

Predictive Guidelines:

Despite the best efforts by our members, the Predictive Guidelines Sub-Committee did not reach a formal agreement that would address our key scheduling concerns. As a result, the Union made a formal proposal on January 11th to set reasonable times for OASIS Start of Care.

This again raises the question as to whether or not we should be treated as non-Exempt for purposes of scheduling, including overtime, while remaining legally Exempt. On January 11, we made a proposal to that effect in hopes of achieving a better work-life balance for our therapists similar to what is enjoyed by other professionals, like RNs.

IMPORTANT: *Your Bargaining Committee STILL strongly encourages you to claim all the time you work so that we can present a TRUE picture of work time at the table and reach a fair settlement on this issue.*

Wages and Benefits:

Negotiations are now moving into our major economic and comprehensive proposals, including a wage structure with credit for experience and recouping Health Benefit take-aways. Your Bargaining Team has been approaching these issues from many angles while Kaiser's Bargaining Team seems to be becoming more obstructionist.

How Can You Help: Taking Action to Support Your Bargaining Team at the Table

The last issues are often the hardest to come to agreement on—and are usually the most important. However, when union members take action, it gives our Bargaining Team more power at the negotiating table. In the coming weeks, your support is more important than ever to bring home the contract we deserve.

Wear your Colors! We have established a Contract Action Team (CAT) made up of your colleagues to help make sure everyone is informed and taking action during this critical time. The first collective initiative is wearing Union Lanyards and Badge Holder— sending the employer, your colleagues, coworkers, and patients the message that we are united and strong. Just as you could wear a sports team lanyard or something similar, you can wear your union gear! If anyone is questioned, harassed, intimidated, or asked to take their union colors off, please contact your CAT or Bargaining Team Member right away!

Next Bargaining Dates: January 24, February 8, 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.