



Engineers & Scientists of California

Local 20 IFPTE



Home Health Occupational, Physical, and Speech Therapists Negotiations Union Update February 26, 2018

More than 150 have Therapists signed the Petition in Support of Fair Contract—Did you?

Our petition now has more than 50% support. Member meetings have been held across Northern California to solidify our commitment to winning a fair contract and discuss our plan to win! Sacramento and South Sacramento will meet in the coming days. Contact your Contract Action Team member (a Bargaining Committee member or Union Rep can advise you who that is, if needed) to sign and get an update, if you missed your meeting.

Holidays and Sick Leave:

Our last negotiating session focused on Paid Time Off. We reached a Tentative Agreement on Extended Sick Leave but Kaiser balked at moving your paid holidays to a level comparable with other Local 20 members or RNs. Yet another example of Kaiser's disrespectful and inequitable treatment of Home Health Therapists.

Predictive Guidelines: Kaiser was, once more, unprepared as they did not have the Southern California Therapist data they had committed to obtain. Our team agreed we cannot wait around for them to get their act together and we are now submitting a package proposal on Predictive Guidelines that focusses on what we have been able to agree to and includes hours/overtime language that ESC Local 20 represented Optometrists use.

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: Outrageously, Kaiser continues to ignore our proposals to reinstate lost benefits and a comprehensive wage structure that includes steps and ranges, similar to Home Health RNs.

We must not be tricked into giving in by Kaiser's stall and delay tactics. We know that when Home Health Therapists stand united and take action, we will win. Wear your union colors. Sign the petition. Stay strong. REMEMBER: we are a union now! We may not have a contract yet, but we do have local Union Reps (find yours at www.ifpte20.org) to support us during this time and we are entitled to take appropriate, collective, protected legal action.

Next bargaining dates: March 1. No dates set after that so let's get this done!

Your actions are showing our strength, unity, and organization; that's what will get the dignity and respect you deserve. Keep showing your colors and be prepared for escalation!

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

Unbelievably, we are hearing more and more stories about managers discouraging accurate reporting or actually directing you to not report hours worked. This is outrageous. When this happens to you, follow up with a simple e-mail to the manager asking to confirm what was said. Save it and share with your Union Rep.

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.