



## Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC

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Dear HCA Members:

Your contract is open for renewal this year and the Union will be surveying the members for priorities, for bargaining team nominations and members that will help carry our message.

Clearly, wages and benefits will be a big priority. The hospitals have been very aggressive since 2016. We will be running a full contract campaign and encourage all members to get involved. The hospital controls the money; Union Members control their labor. We need to clearly communicate our priorities:

- Wage/Compensation increase that reflect market conditions
- Benefits that reflect market conditions

The above two issues are common to every department represented. We have seen several issues in the Laboratory regarding the ability to recruit and retain qualified staff. Our members in the laboratory provide the data for a majority of all diagnostic and treatment of patients. We need to address both the underlying issues of a salary scale that is further behind in market. We have pay practice issues in Imaging. We need to bargain new scales for our Rehab, Social Services and Dietary members. We need to figure out how to get the RMC respiratory department to create positions on the day shift for members and honor their seniority.

Additionally, we need to remove the language in the no strike/no lock-clause that does not allow us to leaflet our concerns to the public or informational picket (not strike, just picket) as these activities give us the ability to push the employer to solve the problem. The grievance process is slow and not designed to quickly deal with issues for a majority of our members. It is a good process for issues that impact one or two workers or for disputing if discipline was appropriate. It is not good for saying everyone is fed up with the way we are scheduled.

To make improvements in the contract we will need for members to be active and involved. We can do activities in the workplace that clearly communicate our message and priorities. We will need four members per department to help move the message and serve as a conduit to the membership while your chosen member negotiator is at the bargaining table. We will need every member's personal cell and email in order to stay abreast of developments and help win a good contract.

Please go to the following link to take the survey, nominate your member negotiator and indicate if you would be willing to become involved and help secure a contract.

<https://www.ifpte20.org/2019-hca-contract-campaign/>

In Unity,

Nick Steinmeier  
Senior Union Representative