



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



Home Health Occupational, Physical, and Speech Therapists Negotiations Union Update May 21, 2019

Rolling Pickets Come to San Rafael and Keep the Pressure on for a Fair Contract Next Picket: June 12th in Oakland

On May 17, Home Health Therapists held their second rolling picket calling for a fair contract that includes more dedicated patient care time and equitable wages and benefits. There was a strong turnout of Therapists on the line that morning and it followed a t-shirt day action done at the staff meeting the day before. A special thank-you to our SEIU-UHW brothers and sisters who also showed up in support!

Hundreds of ESC Local 20 Members Sign Petition in Support of Fair Contract for Home Health Therapist: Kaiser Executives' Response is Terrible



On May 14th at the opening of National Bargaining, Local 20 Presidents Joan Mah, O.D. and Connie Savoy, CLS delivered hundreds of petition signatures to Janet Liang, KP Northern California President. This action brought about a meeting with Liang and Director of Labor Relations, Albert Mossman.

In this meeting, Liang reaffirmed Kaiser's commitment to seek concessions for all Coalition union members, such as a \$20 co-pay and insisted the Therapists were not entitled to regain the retiree benefits that Kaiser took away in 2018. TPMG Therapists received this retiree benefit package when Coalition members negotiated it in 2015 and

still have it. How can Kaiser claim to be committed to partnership or claim to want its employees to thrive when two groups of identical professionals get completely different retiree benefits? One thing is clear, we are going to have to fight hard for the equity we deserve.

The meeting also produced a framework to resolve all outstanding issues when we returned to the table May 17 but unfortunately Kaiser's behavior made it fall apart. We were hopeful to finally finish basic contract language by using existing (boilerplate) language. We were then confused, shocked, and outraged when Kaiser submitted new proposals, which do not appear in any other Local 20 contract, and would be extremely unfair, like:

- Requiring anyone on an approved Medical or Family leave to pay for their own insurance—for example, a new parent taking time off with their new baby would be required to pay their full insurance premiums out-of-pocket while on leave
- Prohibiting our right to sympathy strike

It is time stand up to management's profiteering on the back of workers, such as Therapists. We cannot allow them to nickel and dime us on our benefits so they can pay executives million-dollar salaries and brag about their record-breaking profits of \$3.2 billion in the first quarter of 2019 alone! We are part of making Kaiser a success and we deserve our fair share. JOIN THE NEXT PICKET!

Some Progress Continues: Committed as ever to finalizing an agreement, we still were able to reach Tentative Agreements on the Grievance and Arbitration, Union Representation, and Professional Practice Committee articles.

Next Bargaining Dates: June 5, 13



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

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