

# ESC Local 20 Sonoma County TA Approved Unanimously



July 17, 2019

You did it, you got a fantastic TA, and now you have approved it unanimously, with 68% of eligible members casting ballots. That's two-thirds of the membership voting with only two days' notice and without any mail-in balloting! Pretty remarkable.

The TA will now go the Board of Supervisors for approval on 7/23/19. Once approved, equity increases and the County's increased contribution to medical will show on the paycheck for the pay period starting on 7/30/19. 3% COLAs will show on the paycheck after that for the pay period commencing 8/13/19.

To remind us of all we won:

- ✓ Four-year deal with COLAs each year: 3% in year 1, 3% in year 2, between 2 – 4% in year 3 and between 2 – 4% in year 4
- ✓ Equity increases for all classifications, with an emphasis on the classifications that have been left out the last two times around
- ✓ Increased County Contribution to medical
- ✓ 8 weeks Paid Parental Leave
- ✓ Increased Bilingual Premium Pay
- ✓ New “Phone Work” compensation provision
- ✓ Retirement Benefits Committee
- ✓ At least two “Contractor Performance Feedback” sessions each year at the Labor Management Committee
- ✓ Increase to Vacation Accrual Cap, from 280 hours to 300 hours
- ✓ Increased Union Release Time and ability for members to donate time

## What's Next? Get Involved or Get More Involved!

Along with ensuring the County follows our newly-agreed-to contract, more opportunities for advocacy and participation within the Sonoma County ESC Bargaining Unit, ESC Local 20, and in the labor movement abound! Email [lfickowsky@ifpte20.org](mailto:lfickowsky@ifpte20.org) for more information about how to attend or get involved in any of these:

- ESC L20 Sonoma County Labor Management Committee
- ESC L20 Sonoma County Union Steward Trainings
- North Bay Labor Council
- Sonoma County Coalition of Labor Organizations
- IFPTE/ESC Local 20 Women's Committee
- IFPTE/ESC Local 20 Medical Professional Unit Board
- Sign up for a voluntary contribution to ESC Local 20's [Legislative Education and Action Program](#): Decisions that impact our wages and benefits are made by elected officials in Sacramento and Washington DC, as well as locally. The support that ESC provides to political candidates or legislative efforts is funded exclusively by voluntary contributions to the LEAP Fund — no union dues money goes towards this purpose. Through LEAP and the collective impact of the voluntary donations of our members, we contribute to candidates who will work to serve our union's members.