



Engineers and Scientists of California

ESC LOCAL 20



INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS AFL-CIO & CIO

August 23, 2019

Seton Medical Center - ESC Local 20

Tentative Agreement Reached

Voting will be by mail and will follow in the next couple of weeks

We have reached a Tentative Agreement in our negotiations with the new buyers of Seton, which will go into effect once the sale officially takes place. Here are the details:

- *Wages, differentials and PTO/ESL accruals are unchanged.*
- *Current PTO and ESL banks will be assumed by the buyer. Employees who have balances above the current caps will keep their balances, but will not accrue any additional time off until their balances fall back below the cap.*
- *Added three days sick leave for Per Diems*
- *We fought back their proposal that differentials would not be included in paid time off.*
- *We fought back and they withdrew their proposals on arbitration and past practice.*
- *We fought back their proposal to remove the successor language from our Agreement.*
- *We rejected their proposed cap of 280 hours on ESL and got them to raise it to 400 hours.*
- *We agreed to a few minor items that after discussing with the membership did not seem controversial: PTO cash out only once a year; Regular employees can only switch to Per Diem status once a year (does not apply to Per Diems switching to Regular); differentials not paid on PTO cash outs, either once a year or at termination. We also changed the meal and break language to be more comprehensive and conform with California law. We changed the definition of a workweek from 80 hours per pay period to 40 hours per week.*
- *Term of Agreement: Through April 30, 2020, the expiration date of your current agreement.*

We were unable to get them to move on the proposal to have all of the benefits align with the benefits they currently offer to the rest of their employees. The buyer is absolutely unwilling to have two different benefit plans for its employees. We did however, get a "favored nations" agreement that if anyone received better benefits, it would be extended to our bargaining unit.

I know this is hard, and not what you hoped for, but we will be able to start bargaining again next year, prior to the contract expiration. Once Seton is out of bankruptcy and the sale has gone through, we will be in a much stronger position to bargain.

I will be at Seton on Wednesday, August 28, to discuss the TA with the members. Time is TBD, Fred Rivera will post a notice once we have the time confirmed, and you can also contact him or myself if you have any questions.

The full Tentative Agreement is posted here: <https://www.ifpte20.org/health-professionals/verity-health/>

In unity,

Debbie Durham
Union Representative