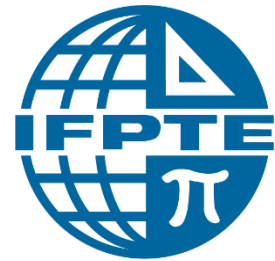




Engineers & Scientists of California

Local 20 IFPTE



2021 Tentative Agreement Between ESC Local 20 and Washington Hospital

Section 3 - Union Membership	Updated language to reflect current law
Section 8 - Compensation	<p>2.25% ATB increase retro* to February 1, 2021 February 1, 2022: 1.25% ATB August 1, 2022: 1.25% ATB February 1, 2023: 1.25% ATB August 1, 2023: 1.5% ATB</p> <p><i>* Retro will be paid no later than the end of the second full pay period beginning after the date of ratification of the MOU by the Washington Board of Directors</i></p> <p>2% Equity Adjustment for CLS classifications on February 1, 2021 and February 1, 2022</p>
Section 9 - Employment Categories	PM shifts on 12/24 and 12/31 count toward the Per Diem scheduling requirement
Section 11 - Earned Time Off (ETO) Program	<p>Major Holidays shall include Thanksgiving, Christmas, and New Years Day</p> <p>If required to work on both Christmas Day and New Year's Day, double-time pay for all hours worked on New Year's Day</p> <p>Per hour accrual rates for Earned Time Off and Earned Sick Leave</p>
Section 21 - Work Clothes	Washington will continue to provide scrubs to the therapists in accordance with current practice (documented in a side letter)
Section 23 - Employee Representatives (Stewards)	Employee Representatives are "stewards" who have contractual rights to represent their coworkers' concerns in the workplace
Health & Welfare	<p>Maintenance of Benefits - NO changes to employee costs of coverage</p> <p>Option to remove a partner/spouse if they have coverage at another employer, resulting in a \$70 stipend per paycheck, should they be removed.</p>
Retirement	Maintenance of Benefits - NO changes to employee cost or coverage
Appendix A 7 - Laboratory	Removed pharmacy language from the laboratory section and corrected up a typo
Pharmacy Side Letter Agreement	Within 60 days of ratification of the Contract by the Washington Board of Directors, the Union and Management agree that the Professional Practice Committee will meet to discuss criteria and support for incentives for professional growth.
Appendix C 8 - Therapy	Removed and corrected a typo on the wage scale description

