



March 23, 2021

## Welcome to ESC Local 20! Bargaining Survey Enclosed

It is hard to believe it has only been two months since we won our union election. Since then, we have been hard at work continuing to build a strong, organized union with what it takes to negotiate a strong contract with Sutter, and we want to appreciate everyone for all they have done to get us this far.

### Preparations for Contract Negotiations

**Bargaining Survey:** We are happy to share that the [2021 Sutter APCs United Bargaining Survey](#) is ready and open for YOU to tell us what you want the negotiating team to bring to the table.

[Click Here for the Sutter APCs United Bargaining Survey](#)

### Please complete your bargaining survey by Saturday, March 27th!

Please answer as honestly and thoroughly as possible. Individual responses will not be shared outside of the bargaining team and union staff without your permission.

There are several open-ended questions throughout the survey asking for your additional thoughts; we encourage that you use this space as an opportunity to input any and all half-baked ideas, aspirations, thoughts, suggestions, and desires for what you wish Sutter can do differently, add, amend, and/or reconsider.

**Bargaining Team:** A strong, committed group of your colleagues has volunteered to represent you at the bargaining table. Already, your team has developed a bargaining survey, received training on the bargaining process, and submitted a comprehensive information request to Sutter in preparation for drafting bargaining proposals.

Your bargaining team is: Clarissa Fago, Jackson Huang, Brooke Merrin, Victoria Perez, Kellie Ralph, Aphrodite Roberts, and Melissa Skalski.

### What happens next?

After we receive the results of this survey, we will start drafting proposals and expect to start meeting with management within a couple of months. First contracts usually

take at least several months to negotiate, and we will keep you informed about the process and let you know if there is anything you can do to support the team at the bargaining table.

In the interim, if you experience any issues with discipline or employment conditions and need assistance, please feel free to reach out to the negotiating team, or if it is confidential, to Wei-Ling Huber at [wlhuber@ifpte20.org](mailto:wllhuber@ifpte20.org).

**Let's stay in touch!** An open flow of information from and into the bargaining team is a key piece of this process. We have created an email address ([sutterapcsunited@ifpte20.org](mailto:sutterapcsunited@ifpte20.org)) where you can send any and all questions to the negotiating team and from which you will receive bargaining updates. Additionally, you will get some general union news from ESC Local 20, IFPTE via this platform (Action Network) and [esc@ifpte20.org](mailto:esc@ifpte20.org). Watch for more info coming soon!

In Unity,

Your Bargaining Team:

Clarissa Fago, Jackson Huang, Brooke Merrin, Victoria Perez, Kellie Ralph, Aphrodite Roberts, Melissa Skalski, and Wei-Ling Huber, ESC Local 20 Assistant Executive Director

---

Engineers and Scientists of California, Local 20 IFPTE

[ifpte20.org](http://ifpte20.org) | [joinlocal20.org](http://joinlocal20.org)

---

Sent via [ActionNetwork.org](http://ActionNetwork.org).