



May 25, 2021

Sutter Delays Merit Increases Indefinitely

While diligently researching and preparing for negotiations, your bargaining team was shocked to uncover new information about Sutter's attempt to freeze wages for Walk-in Care APCs and other Sutter employees.

At a recent meeting, a Sutter representative stated their position that the October 2020 memo regarding performance evaluations simultaneously canceled annual wage increases for 2021. Sutter claims that their memo, which said that "planning for merit increases will begin in May," was also their official announcement to delay the merit increases and range adjustments indefinitely. These increases have always gone out in March or April, and when asked when the increases would be restored, Sutter responded they are still "planning" and do not have an answer.

Like you, members of the union's bargaining team are shocked and outraged. After receiving \$205 million in federal CARES Act bailout money, Sutter's greed is entirely unacceptable. Furthermore, it is appalling that Sutter tried to obfuscate their decision with an extremely confusing memo and then sat on their hands for six months before even beginning the process of planning for our next raise.

We must push back on this unfair decision. We have already made several requests for more information that will help us determine any legal options. However, whether this change was legally implemented before our union election or not, securing fair wage increases for 2021 and beyond in our new union contract is a top priority. No matter what, we will fight for increases that respect and reward the critical care we provide to our patients.

Over the last few weeks, the bargaining committee has been hard at work reviewing company-provided data and potential contract language to prepare our opening proposal for negotiations. Keep an eye on your email for an invitation to a proposal review meeting in the next few weeks and how to take action to stand up for the raises you deserve.

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

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