



October 12, 2021

Updates from your ESC Bargaining Team

Dear ESC-Represented Walk-in Clinic APCs,

Your bargaining team has been hard at work negotiating proposals that reflect what is most important to you and representing APCs at the bargaining table. Sutter has not made this an easy process, and we are disappointed by many of their answers to our important questions so far.

We would like to take this opportunity to update you on where we have made progress and what we still need to do. Because we are in contract negotiations, Sutter must bargain with us on any new changes to our work until the contract is settled. Despite management's attempts to stonewall our negotiations, your bargaining team has been able to secure important and needed changes to our working conditions, including:

- PUIs will not be scheduled from 12-4 pm, during the COVID-19 vaccine appointment window, to minimize the exposure to immunocompromised patients.
- At our request, an infection prevention practitioner did a “walk-through” at an East Bay clinic to evaluate if the clinics are an appropriate place to examine PUI patients.
- The air exchange systems have been turned on to ensure that the air is being turned over appropriately and safely. Though we were told by Sutter management that the air flow systems met proper regulations, we have asked to see the formal reports and we await more information.
- Pre-procedure swabs will no longer be double-booked.
- Acute patient visits and vaccine appointments will not be triple and quadruple booked in the same time slot.
- We are able to wear scrubs to work!
- We are no longer responsible for covering Valley video visits.
- We are no longer responsible for cleaning the bathrooms.
- We won designated PPE trash cans in each clinic.

Negotiations are ongoing on the following:

- Raises that were not implemented as promised.
- Drinking water for staff to be replaced after Sutter removed it.

- Additional time to see PUI patients. We recommended 40 minutes instead of 20.
- Recommended amount of persons allowed in the waiting room at the same time.
- HEPA filters in all PUI rooms.

We are proud to have reached agreement on some key wins that respect and reward the important work we do, such as:

- Education Leave
- Grievance Procedure
- Seniority
- Won the right for APCs to reduce from 1.0 to .9 FTE



Bargaining team member leafleting outside of the clinic

Management has responded to many of your questions throughout this difficult time with, "Ask the union." This is inappropriate -- Sutter is still responsible for managing the day-to-day operations at the clinic as we go through the bargaining process and cannot use bargaining as an excuse for their harmful decisions on operational issues like freezing our wages.

Our union is made up of each of us -- all of the APCs providing care in the Walk-in Clinics across the Bay Area. As negotiations continue, we will need to ramp up pressure on Sutter management. A great way to do so is leafleting outside of our clinics letting people know what Sutter is doing.

Reply to this email to find out about future opportunities to leaflet for the contract we deserve!

In Unity,
 Your ESC bargaining team:
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