



January 19, 2022

Updates from your Bargaining Team

Dear ESC-Represented Walk-in Clinic APCs,

We hope your new year is off to a good start. We are writing today with an important update from the bargaining team, as well as a breakdown of what has been accomplished so far by our union.

During December, when the majority of APCs attended negotiations, the parties primarily discussed the change of hours. As of today, we have offered several dates to continue bargaining in January, but so far management has not scheduled any sessions with us. While we are proud of our key wins so far, we are disappointed by Sutter's actions, throwing new unilateral changes at us and delaying bargaining, which impacts our ability to progress in the negotiations of our Collective Bargaining Agreement.

The National Labor Relations Board recently issued a complaint against Sutter for failing to negotiate with the union over changes to our working conditions, including the removal of the water from clinics and adding PUIs patient care, and we are working to provide evidence in this case. A trial related to that complaint is scheduled in February. The NLRB is still investigating Sutter's declaration of impasse and implementation of changes to work hours and schedules.

We wanted to take the opportunity to review the meaningful changes to our working conditions that we as a union have won, and hopefully provide an answer for some of your questions:

- **We delayed the Employer's planned implementation of PUI patient care**, giving us adequate time to negotiate better protections for APCs and patients. Among those protections are:
 - Ensuring separate times for COVID vaccines and acute visits for PUI. If not for our union and the ability to bargain, we would likely be seeing PUI patients back-to-back all hours during a shift, as is currently happening at non-represented Valley Walk-in Clinics.
 - Trash cans for proper PPE disposal.
 - Ensured HVAC air exchange systems were turned on for air filtration. Management initially told us this had already been taken care of, but we found that wasn't true.
 - We are now allowed to wear scrubs.
 - We are no longer required to clean bathrooms or patient exam rooms following PUIs.
 - We have the option to perform HPI over the phone.
 - Specific arrival instructions for PUIs to prevent them from walking directly into clinic.

- **We delayed the Employer's planned layoffs.** People would likely already be laid off if we didn't have a union
- **We are no longer required to see Valley video visits**
- **Our clinics are closed on more holidays.** In comparison, Valley Walk-in Clinics continue to operate with the holiday hours we were formally required to work
- **We are now provided a 30 minute meal break,** unlike Valley Walk-in Clinics

Other proposals that Sutter has agreed to on paper, but we are still fighting to enforce:

- No obligation to travel over 30 miles to a clinic for a shift
- Limit to 2 PUIs per hour

If the election to decertify the union is successful, Sutter can make whatever changes they see fit at any time without consulting us, including changes to anything we have already won.

The road here hasn't been easy, and it's important to remember why we chose to come together and form a union in the first place. We have fought back against every unnecessary impediment management has thrown our way, including the longer holiday hours we were originally required to work and the pay cut Sutter implemented. Without our union, we would have had no ability to negotiate over change of hours, redeployment, or PUIs.

We understand that we often have no choice but to put our finances first in order to take care of ourselves and our families. That is not lost on us. As members of the bargaining team, we too have families and are striving to win better compensation from Sutter, which has so far not agreed to any type of raise, despite our proposals for fair and just increases.

In fact, Sutter rescinded the only wage offer they proposed, which was a paltry, uneven, and disrespectful "increase" in which 25% of us would have received no raise at all, with the rest receiving no more than 2% – far below what is needed to keep up with increases to the cost of living. There is no evidence to suggest that Sutter would suddenly agree to a pay increase if we did not have a union, as evidenced by their statement that previous raises were only offered in order to bring us to market rate for salaries in the area.

Now more than ever, we need to remain united in our demands to Sutter in order to win all of the things we deserve, including significant raises and a salary "catch up" adjustment for North Bay APCs. We, as your bargaining team, will continue to advocate for you at the bargaining table.

Please keep an eye out for more updates in the coming weeks, including a comparison of our team's and Sutter's proposals so far, and more information about the National Labor Relations Board trial.

In Solidarity,
Your ESC bargaining team:

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