



January 28, 2022

## Updates from your Bargaining Team

We know that many WIC APCs have questions about raises. We want to address the concerns you may have and help clear up some of the confusion about where we stand on securing fair wages for all WIC APCs. We hope that this information is helpful and informative, particularly in light of the decertification petition that has been filed at the NLRB.

Raises were the very first issue your union bargaining team attempted to negotiate with Sutter. When we first brought wages to the table back in the spring, Sutter was not willing to offer the same wage increases that had been offered to other employees not represented by a union until bargaining for a full Collective Bargaining Agreement (CBA) was concluded.

Over the course of the summer and fall, we continued to propose that Sutter provide Walk-in Care APCs with the same raises as other non-union employees until a new contract was reached. During those discussions we learned the following:

1. Sutter claimed that the WIC APCs were getting comparable wages to other APCs in the market and Sutter had not applied any market adjustments to its APCs since 2019.
2. Sutter said that the merit system of increases had been eliminated in October 2020. While employees without a union did receive a merit increase in 2021, Sutter made it clear that this would not happen yearly and that it was a one time thing.
3. Sutter claimed that while non-union represented employees received an increase, it was offset by a reduction in their pension benefit. WIC APCs had been protected from the reduction in pension benefit due to Sutter's obligation to maintain the status quo during bargaining.
4. Merit raises given to non-union represented employees in 2021 were much lower than in prior years. Sutter told us that if it had applied the management-represented merit increases to the SWC APCs, our raises would have been as follows:

| Hire date                  | Performance Score          | Raise Amount   | # of SWC APCs in category |
|----------------------------|----------------------------|----------------|---------------------------|
| APCs hired after Sept 2020 | No Evaluation (N/A)        | No Merit Raise | 10                        |
| APCs hired before Oct 2020 | Strong Performer (3.0)     | 1%             | 17                        |
| APCs hired before Oct 2020 | Exceeds Expectations (4.0) | 2%             | 13                        |
| APCs hired before Oct 2020 | Role-Model (5.0)           | 3%             | 0                         |

These increases are far below what we are continuing to propose in bargaining. Additionally, we have proposed to eliminate wages on the basis of evaluation scores, which often incorporate factors out of the APCs' control and can be used to unfairly punish workers who have otherwise been model employees, and proposed COLA and anniversary increases instead. In July of 2021, we gave them the following proposal:

|   | Current (4/2020) |         |          | Proposal (Retroactive to 4/1/2021)<br>3.8% COLA |         |          |
|---|------------------|---------|----------|---|---------|----------|
| Job Title                                   | Min              | Mid     | Max      | Min   | Mid     | Max      |
| <b>NP/ PA WIC Bay (including North Bay)</b> | \$74.62          | \$90.29 | \$105.96 | \$77.46   | \$93.72 | \$109.99 |

This means our proposal includes a 5% anniversary increase in addition to a 3.8% yearly COLA increase.

Sutter still has not responded to our proposal in any way and is still saying – nearly a year later – that it does not plan to address our wage proposals until later on in the bargaining process, even though there is no reason to keep delaying.

In fact, Sutter has repeatedly made unilateral changes and delayed bargaining, leading to an investigation and a complaint by the National Labor Relations Board.

On November 4th, when the union learned of the proposed change in operations, we again brought up the issue of raises. We explained that the new proposed schedule would be a hardship and that employees would have to find new childcare solutions. Sutter responded that they understood there would be inconvenience and hardship, but redeployment was the only solution they offered.

It wasn't until late in November 2021 that Sutter claimed to be considering the possibility of an immediate wage increase. Sutter's chief spokesperson told our union representative that in exchange for agreement on the hours of operation, they would consider a wage increase. The union representative suggested a 10% raise. Sutter said that was much more than they had in mind, but the company would consider offering the same management represented merit percentages to the SWC APCs in exchange for the union accepting their proposal. Subsequently, the Union proposed a 5% raise. Sutter rejected it. When Sutter declared impasse they reversed again and said they were unwilling to discuss raises except in the context of the new CBA.

There is no clear evidence to suggest that Sutter would suddenly agree to pay satisfactory wage increases if we did not have a union, as evidenced by what we have learned in

bargaining. It is also clear based on the points included above, that Sutter believes APCs are currently at-market and fairly compensated.

**The only way we will win a raise is if we stick together and keep pushing.**

Once the contract is finalized, our raises become standard and Sutter will be obligated to implement them according to the contract. We are also proposing retroactive increases, meaning we could get raises to make up for time during bargaining when Sutter refused to offer any wage increases.

**Sticking together means voting “NO” to decertify our union and remaining united in our demand that Sutter show up to the bargaining table in good faith and negotiate for fair wages that respect our sacrifices and hard work and will retain our expert APCs.**

In Solidarity,  
Your ESC bargaining team:

Melissa Slalski  
Aphrodite Roberts  
Kellie Ralph  
Lauren Casey

Vickie Perez  
Brooke Merrin  
Gursharan Gill  
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