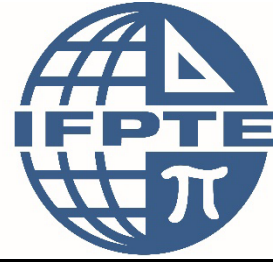




Engineers & Scientists of California

Local 20 IFPTE



Bargaining Updates:

Our Union negotiator Nicole was out on vacation from January 20 through February 3, but we asked Sutter to meet with us for bargaining the week of February 6 and/or February 13. Unfortunately, they told us the only date they could meet was February 21. Although we asked for more dates, the next date they offered was March 7, and after that, March 21.

So, we have only been able to have two negotiation sessions since our last meeting. Despite Sutter's delays, however, we continue to make some progress. At these meetings, we tentatively agreed to terms regarding: (1) Group Medical Coverage, Vision Care, and Dental Plan; (2) Paid Time Off (Accruals etc.); and (3) Medical Leave, Family Care and Pregnancy and Disability Leaves of Absence. A tentative agreement means that the parties agree subject to overall agreement and ratification by members. Although we generally cannot change tentative agreements after they are made, once they are signed we post them on our update page for transparency: <https://ifpte20.org/wic-apc-bargaining-updates/>

While we have made a number of other bargaining proposals to Sutter, they are still claiming that they cannot respond to any proposals that involve financial components (sometimes called "economics proposals") because they want to see what our full economic package is first. To that end, we are planning to make our first full economic proposal at the March 21 bargaining session. This will include what you have told us are our priorities:

- Fair and transparent pay, including pay raises effective at least as of July 2023
 - (Note: under the [NLRB settlement agreement](#), the July 2023 raise must be agreed to in bargaining and will *not* be automatic)
- Scheduling that builds in administrative time and breaks
- Transparency and fairness in shift scheduling, PTO scheduling, and educational leave scheduling
- Being assigned to one clinic
- Addressing safety concerns
- Differentials or extra pay for things like precepting or working outside of your clinic/region

Other Walk-In Care Updates:

As you know, in [May 2022 we reached a settlement](#) over the National Labor Relations Board case we filed regarding Sutter's refusal to provide raises in 2021 and 2022. Part of the

settlement agreement required Sutter to confirm that they gave us the same raises that non-union APCs received in 2022. They finally provided this information, stating:

“In July 2022, eligible Sutter Health system management-represented employees [received] a market adjustment increase of 3% plus a merit increase for a total value up to 5.5% or 6.5%, based on performance rating and pay range penetration and up to the employee’s salary range maximum.”

The merit increases were zero for “below expectations”; 2.5% for “expectations achieved”; 2.5% for “new to role”; and 3.5% for “above expectations.” So the minimum raise for 2022 was 3%, and the maximum possible with a rating of “above expectations” was 6.5%. From the data we have, it does appear that everyone in the unit received raises in July 2022 consistent with these numbers, but please reach out to our Union Rep Nicole if you have any questions or concerns.

Also, some of you have indicated you would be interested in changing your FTE or in converting to a per diem position soon. Unfortunately, until we have a contract, we are still in status quo and any change must be agreed to by Sutter. Even though we have repeatedly asked Sutter to implement per diems and [the Employee Categories](#) proposal that we tentatively agreed to allows for them, Sutter has so far refused.

Town Halls:

We would also like to try hosting monthly town halls via Zoom so we can discuss bargaining updates and how we can work together to get the fair contract we know we deserve. We are tentatively planning to hold the first town hall on **March 23 at 8pm**, so please save that time on your calendars.

Other ESC News:

This week, ESC-represented registered nurses at PAMF Santa Cruz ratified their first union contract, and eighty ESC-represented APCs (physician assistants, nurse practitioners, optometrists, and nurse midwives) at various Sutter Santa Cruz locations just finished negotiating their first contract. We look forward to sharing more details about those victories in the future.

In Solidarity,

Your bargaining committee:

Aphrodite Roberts

Gursharan Gill

Vickie Perez

Nicole Teixeira