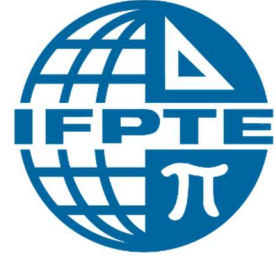




Engineers & Scientists of California

Local 20 IFPTE



August 18, 2023

Dear Sutter Walk-In Care APCs:

Thank you for joining us last night to discuss our tentative agreement (“TA”). Attached to this email is a summary of the TA and the full tentative agreement.

You’ll see the agreement is broken up into two parts: (1) wages and other pieces we agreed to in the last few weeks; and (2) all the prior tentative agreements. If ratified, together all the agreements will make up the contract. The prior tentative agreements through July are also available on the [ESC SWIC webpage](#).

Below are a few other details we discussed at last night’s meeting.

Ratification Vote

The next step is for you all to vote on whether to accept this agreement (i.e. ratify it) or not. If a majority of those voting vote to approve the TA, it will be implemented and become our new contract.

A digital ballot will be sent to your personal email address from “Election Buddy.com” on **Monday, August 21**. You will have until **Wednesday, August 23 at 4pm** to cast your vote. This link is unique to you and should not be forwarded or shared with anyone else, as you will only be able to vote once. If you have not received a ballot email by Monday at noon, please check your spam filter. If it is not in your spam, please contact Nicole so we can send you a new ballot.

The text on the ballot will be:

- Do you approve of the Sutter Walk-In Care tentative agreement?

The voting options on the ballot will be:

- Yes, I approve of the Sutter Walk-In Care tentative agreement.
- No, I reject the tentative agreement.

Please note that your vote is to approve or reject the entire agreement—there is no option to approve or deny certain parts. Your vote is confidential.

What happens if the TA is not ratified?

If the TA is not ratified, it will not go into effect, you will not receive the ratification bonus, and the benefits and wage improvements will not be implemented. We would go back to bargaining with Sutter, but none of the provisions in the current TA are guaranteed to stay the same—in other words, the agreement could improve, or it could get worse. Bargaining would also take more time, and would almost certainly delay any agreed-upon raises, which would otherwise take effect at the end of this month.

What about Union dues?

If the TA is ratified, you will become official ESC Union members by signing a membership and dues deduction authorization card and begin paying union dues, which are 1.5 hours of base pay per month for those who work twenty hours or more per week, and 1 hour of base pay per month for those who work less than 20 hours a week. Dues will be deducted from your paycheck automatically. Union dues are our collective investment in better pay, benefits, and protections for our coworkers and ourselves. Paying dues ensures that we will have the resources necessary to protect ourselves under our existing contract and fight for even better contracts in the future. Note also that the amount of ESC's union dues is set by the union's constitution and hasn't changed in decades.

What is the Bargaining Committee's position?

We have all fought long and hard to come to this agreement. We believe this TA is the best agreement we can achieve at this time, with significant improvements that we want to implement now, so we strongly recommend ratifying it. Voting yes is an important way to demonstrate strong participation in our Union, and ensures that needed improvements and protections are implemented now while we build power for an even better contract in 2025.

We urge you to vote YES to ratify this agreement.

In Solidarity, your Bargaining Committee:

Aphrodite "Dee" Roberts
Gursharan Gill
Vickie Perez
Nicole Teixeira