




ESC, IFPTE Local 20
Member Meeting
November 1st 2023

Contract Proposal Review

Economic Proposals

- Across the Board (ATB) to meet inflation: 8-10%
 - Rehab: additional 2-4% to be up to market rate
 - Annual Wage Adjustments
 - 2024 - 2025: 10%
 - 2025 - 2026: 10%
 - 2026 - 2027: 10%
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- A decorative graphic on the right side of the slide depicts a staircase with several steps. A green arrow points downwards from the top right, and a blue arrow points upwards from the bottom right, suggesting a range or a path.



Proposal On Steps

Adjusting Steps = 9

- a. Step 1 = 1 year
- b. Step 2 = 2 year
- c. Step 3 = 4 year
- d. Step 4 = 5 year
- e. **Step 5 = 7 year**
- f. Step 6 = 10 year
- g. Step 7 = 15 year
- h. Step 8 = 20 year
- i. **Step 9 = 25 year**



Economic Proposal (continued)

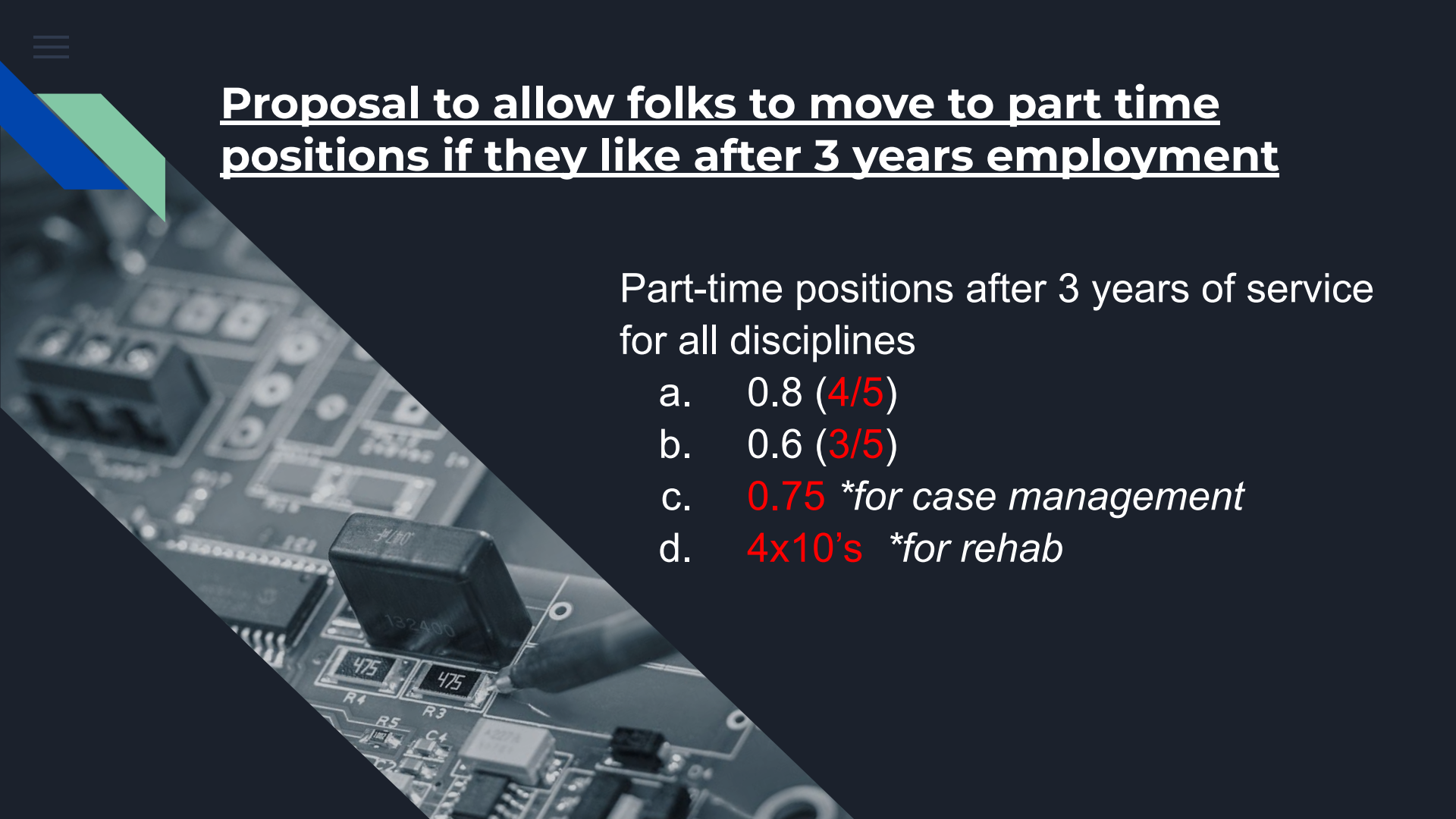
- New employee training - \$5 / hour differential

- All disciplines Shift differential change to %:
 - a. PM: change 10% of hourly rate
 - b. Night: change to 15%



Proposal to allow folks to move to part time positions if they like after 3 years employment


Part-time positions after 3 years of service for all disciplines

- a. 0.8 (4/5)
 - b. 0.6 (3/5)
 - c. 0.75 **for case management*
 - d. 4x10's **for rehab*
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Proposal for added Holidays

Additional 2 Floating Holidays:

- a. Option of birthday
 - b. Floating holiday (can be any day)
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Economic Proposal (cont'd)

Additional 2 Floating Holidays:

- a. Option of birthday
- b. Floating holiday (can be any day)

Per diem rate written into contract:

- a. Rx/lab = 12.5%
- b. Rehab = 20%
- c. CM?
- d. Dieticians?

Adjust pharmacist step:

- e. Add one more step to be similar to Pharmacy technician steps
- f. Ask for 1% raise per year of experience and adjust the stepwise pay as rest of the hospital gains median of 30-35% in a particular job classification
- g. Will provide excel sheet

Reimbursement for clinical license and specialty certifications:

- h. Maintenance of certification – up to \$400

3 sick leave days per year for per diem to be compliant w/ Assembly Bill "Healthy Workplace healthy family Act of 2014 (AB 1522).

Should be 5 sick leave days starting Jan 1, 2024 (SB 616)

Work Cancellations

- i. If any employee gets canceled after clocked in for work, is entitled to 4 hrs straight pay due to the inconvenience and traveling.
- j. Hospital needs to provide at least 2 hrs canceling notice, if not entitled 4 hrs straight pay

Economic Proposal (cont'd)

Lab: update pay scales → will provide excel sheet

Life insurance benefit: 1 yr of salary

Bereavement Leave: Update to bring into compliance with new California law.

- a. Update wording from immediate family to include: step-mother, step-father, step-daughter, step-son, step-grandmother, step-grandfather

- b. Update to include SB848: women reproductive loss can have 5 days of protected leave (up to 20 days annual after 4 reproductive losses).

Any ED amount that is not used within a two (2) year period due to rejection from supervisor, will be converted into ETO hours.


Have 2 bargaining members be paid per department during negotiations

In therapy, a sufficient amount of coordinator positions in each discipline of PT, OT, ST to assist management and improve day-to-day workflow.

CM/SW: wants a social worker lead




Non-Economic Proposals

- Each Department is allowed 2 stewards and 2 alternate stewards
 - The hospital will not subcontract any bargaining unit work currently performed within the hospital without agreement from the Union and at least 90 days notice.
 - Any technology incorporated to day-to-day work shall not replace any bargaining members work
 - Change contract from 3 to 4 years? (align with nursing contract duration)
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Non-Economic Proposals

- Add Case managers and dieticians to contract
 - Grievance procedure: add mediator/arbitrator
 - Cap on # travelers:
2 per department unless agreed by union to have more
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Non-Economic Proposals

Departments should maintain a ratio of **full time to per diem: 75% : 25%**

a. Rehab current staffing:

- Speech Language Pathology:
 1. FTE: 2 (20%)
 2. PD: 8 (80%)

- Occupational Therapy
 1. FTE: 9 (40.9%)
 2. PD: 13 (59.1%)

- Physical Therapy:
 1. FTE: 12 (60%)
 2. PD: 8 (40%)

b. Pharmacy staffing:

- Pharmacists: 27 total
 1. FTE: 18 (66%)
 2. PD: 9 (33%)

- Technicians: 26 total
 1. FTE: 20 (77%)
 2. PD: 6 (23%)

c. Lab:

- CLS/MLT: 40 total
 1. FTE: 22 (55%)
 2. PD: 18 (45%)

Non-Economic Proposals

- a. Case Management
 - Case managers: 12 total
 1. FTE: 8 (66.7%)
 2. PD: 4 (33.3%)
- b. Social Workers
 - Inpatient SW: 5 total
 1. FTE: 2 (40%)
 2. PD: 1 (20%)
 3. Travelers: 2 (40%)
 - ED SW: 6 total
 1. FTE: 5 (83.3%)
 2. PD: 1 (16.7%)
- c. Dieticians
 - FTE: 5 (50%)
 - PD: 5 (50%)




Non-Economic Proposals

REHAB WEEKEND ROTATION AND SCHEDULING

- All full-time and per diem PT and OT staff will rotate to work one weekend in 1 month.
 - Back-to-back (Sat-Sun) weekend days
 - 2 x single weekend day in separate weeks
 - 4 PTs scheduled to work every Saturday and Sunday
 - 3 OTs scheduled to work every Saturday and Sunday
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Non-Economic Proposals

- Hospital must submit RFI 1 month prior to negotiation
 - Annual Review of Managers / Supervisors from staff to provide constructive feedback and improvement to the department
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Please Vote Yes / NO on the Proposal Survey

And leave any comments (if any)

Thank you all so much! Onward to fighting for a great contract!

<https://forms.gle/5QV4Ncp7nozFRkse7>

