

OUT FOR SAN MATEO PRIDE: BEYOND THE BINARY



SEIU Local 521 sponsored a lively booth at the San Mateo County Pride Initiative celebration called "Beyond the Binary" at Central Park in San Mateo. It was great to see so many of our own SEIU members enjoying the beautiful day and fun entertainment. The result of making ourselves visible was to create new connections between workers who had previously been strangers. We now have a developing Lavender Caucus. If you are interested in joining the Lavender Caucus, please contact Melinda Dubroff at (650) 642-7885 or melindadubroff@gmail.com.



African-American Caucus



Latino Caucus



Lavender Caucus



Native American Caucus



Asian Pacific American Labor Alliance



People Working with Disabilities

Getting Involved

Check out our chapter facebook page for chapter and local updates <https://www.facebook.com/SEIU521SanMateoCounty>. There is an intersection between labor and many communities.

Join one of our local caucuses and committees to help improve SEIU 521 and community!

If you would like to participate in one of the above caucuses, please contact the Union office at (650) 801-3500.

Please call 650-801-3500 to RSVP.

Steward Training

Investigating Workplace Problems
Thursday, September 17
5:30PM

Redwood City Union Hall
558 Brewster Avenue, Suite 100
Redwood City

Dinner will be provided.

Steward Council Meeting

Tuesday, October 6
11:30 AM

Redwood City Union Hall
558 Brewster Avenue, Suite 100
Redwood City

Lunch will be provided.

COPE Meeting

Thursday, October 8
5:30 PM

Redwood City Union Hall
558 Brewster Avenue, Suite 100
Redwood City

Dinner will be provided.



September 2015

SAN MATEO COUNTY CHAPTER PITBULL PRESS

The Union with Teeth
www.seiu521.org



(650) 801-3500

Meet your Chapter Officers and Stewards



Louise Alioto-Perez
Chapter Chair



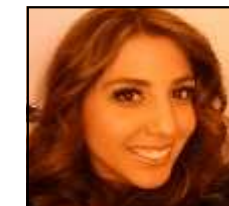
Eileen Browning
Chapter Chief Steward



Jeff Weaver
Asst. Chief Steward



Melinda Dubroff
Chapter Secretary



Claudia Torres
Central Vice Chair



Elizabeth Kimmel
South Vice Chair

When questions arise at your workplace, knowing who to contact is the greatest information to have available.

Listed below are the stewards who can assist you:

Louise Alioto-Perez, Health Systems; **Jeff Weaver**, Parks; **Eileen Browning**, Library
Melinda Dubroff, Elections; **Elizabeth Kimmel**, ISD; **Claudia Torres**, Revenue Services/Tax Collectors
Haydee Aguirre, Assessors; **Lucia Gomez**, Assessors; **Maria Perez**, Assessors; **Nawied Armin**, Assessors
Carl Hollomon, Child Support; **Lupe Gutierrez**, Health Systems; **Aileen Fuentes**, Human Services Agency
Starr Coatney, Human Services Agency; **Julio Lopez**, ISD; **Patrick O'Meara**, ISD; **Peter Garcia**, ISD
Veronica Caballero, Library; **Conrad Yamamoto**, Library; **Natasha Sims**, Probation; **Rubi Escobar**, Probation
Lisette Escobar, Probation; **Ana Golding**, Public Works; **Mary DiLorenzo**, Sheriff; **Elaine Goodwin**, Sheriff

Redwood City Office and Staff

Nick Raisch, Director (nick.raisch@seiu521.org)

Miesha Brown, Lead Internal Organizer (miesha.brown@seiu521.org)

Daniel Becker, Internal Organizer (daniel.becker@seiu521.org)

Aileen Rosado, Internal Organizer (aileen.rosado@seiu521.org)

Sandra Floyd, Internal Organizer (sandra.floyd@seiu521.org)

Redwood City Union Hall, 558 Brewster Avenue, Suite 100, Redwood City, 94063

Office hours: Monday-Thursday (9-5); Friday (9-4)

Office number (650) 801-3500; Fax number (650) 595-1930



PENNY WISE

by Louise Alioto-Perez, Chapter Chair, SEIU Local 521

As you may or may not be aware, when our last contract was voted in the difference between a full member and a fee payer is now only one cent. I would like to point out why it is to your advantage to pay that one cent to become a full member, and what you get for that one cent.

1. You get the right to vote and your voice is heard and counted. If you don't vote you can't complain.
2. When your bargaining team negotiates for a new contract only the full members are recognized by the County. Therefore, your full membership gives us strength in the numbers you provide us with when we bargain. Sorry, but the fee payers are discounted or not counted in the eyes of the County.
3. You get certain perks such as discounts on auto insurance that could help you save substantially.
 - There are scholarships for your children.
 - Passes to Marine World and the County fair just to name a few.

Why not have fun with your Union?

4. Also, when your bargaining team negotiates for better benefits and wages, your increased numbers allows them to do so. When your membership numbers are down, the bargaining team has less leverage to do so.

BIG SUCCESSES WITH OUR NEW 4 YEAR CONTRACT!

Hooray! We got wage increases for each of the 4 years. 5.5% over the first 9 months, 3% on 10/11/2015, 3% on 10/9/2016 and 2%-3% in year 4 depending on the Bay Area Consumer Price Index.

Union stewards can now get paid release time for certain Steward Council meetings. Additional stewards can be released for the purpose of taking notes during investigatory meetings. We got: better call back pay, better bilingual pay, better bereavement leave, better bumping/layoff and severance pay.

There's a new high deductible health plan option with 50% of the deductible going into a Health Spending Account. There's longevity pay in trade for reduced employer paid member contributions to SamCERA. We were going to have to do that anyway, so it's great we got something for it!

Instead of accepting gated health care plans where we get penalized for not participating in wellness, we demanded a Benefits Committee to look at revising health coverage, integrate wellness programs and FSA debit cards.

PUBLIC EMPLOYEES PENSION PLANS AT RISK! CALL TO ACTION

Chuck Reed and Carl DeMaio and their cronies have intentions to get rid of public employee pension no later than 2019. His current push is to get an initiative on the ballot in 2016. It is deceptively called "The Voter Empowerment Act of 2016".

They are circulating a petition now. Do not sign it. Don't let your friends sign it. Help your friends understand the real purpose of this petition.

The purpose is to change the California State Constitution so that voters can go to the polls and reject compensation and retirement benefits to government employees. In fact, it is set up so that the public must vote to approve any changes to defined benefit plans, regardless of what is negotiated between workers and employers. They also want to shift plans currently in place to 401(k) plans beginning 2019.

In a time when defined benefit plans, retiree healthcare plans, deferred compensation and pensions should be expanded not just for government employees but for all workers, this movement wants to eliminate these benefits and destroy what has been an important part of financial planning for many workers.

This doesn't empower voters! A statement released by Dave Low, chairman of the labor-supported Californians for Retirement Security, characterized the measure as "yet another destined-to-fail attempt to eliminate the retirement security of teachers, firefighters, school bus drivers and other public employees" that will ultimately be tied up in the courts for years.

Additionally, Low noted that by shifting the \$600 billion-plus in public employee retirement assets from professionally managed funds to more expensive and riskier individual 401(k)-type accounts, the Reed-DeMaio measure represents a windfall in fees to Wall Street potentially worth billions.

BENEFITS COMMITTEE UPDATE

A Benefits Committee has been established and meeting over the past few months. The purpose of this committee is to research, review and (where it makes sense) revise employee benefits. The group is a collaborative effort between SEIU, AFSCME, PDA, SMCCE, DSA-LEU, OSS, BCTC and management.

Good News!! We have reached some Tentative Agreements in time for the 2016 open enrollment!

The following highlights include:

1. Replacing the current Blue Shield POS with a more cost effective Blue Shield PPO.
2. Offering optional "buy-up" options for both Orthodontia and an increase to yearly maximums for Blue Shield Dental PPO plans.
3. Adding Infertility Benefits to Kaiser plans.



Please be sure to read your benefit information thoroughly at open enrollment to make sure you are selecting the plans that best meets your needs. We still have more work to do! The cost of our medical premiums is tied directly to how much the insurance companies pay out for employee's medical care. The healthier our workforce, the lower our premium, so it is in everyone's interest to encourage participation in wellness programs. This is one of the items we will be looking at next, as well as retiree Health

Saving Accounts. **Please watch for upcoming surveys about these two subjects. Your opinion is important to us.**