



## SEIU 521 CITY OF SANTA CRUZ TA OVERVIEW / SUMMARY

Following more than eight months of vigorous negotiations, member-driven actions, constant pressure on the City Council, and leveraging our historic strike, your elected Bargaining Team is pleased to announce that a Tentative Agreement (TA) with the City of Santa Cruz was reached late on Wednesday, Oct. 19.

You made history this week as our collective strength was on full display over the last three days during the first-ever-strike for SEIU 521 Santa Cruz City workers. Our community demonstrated its solidarity but more importantly, we gained a level of respect from Management we will build upon.

No other bargaining unit within the City won these gains thanks to our historic strike, including the furlough moratorium, \$1,800 one-time bonus, classification and compensation adjustments for classifications (more than 160 positions) far behind market comparison as well as language and commitment by the City to bring all other positions up to meet comparable agencies over the life over the three-year deal.

**Your Bargaining Team is recommending a YES vote.**

Article	Description of Changes
Term	The City and SEIU Local 521 agree to a three (3) year term ending and expiring on October 10, 2025.
No Furloughs	<b>The City agrees that there will be no furloughs during the term of this Agreement.</b>
10.00 Pay Rates and Practices	<p><b>Wages:</b></p> <p>Year 1: Effective October 1, SEIU members will receive a 4.5% COLA.            Year 2: Effective September 2, 2023, SEIU members will receive a 4% COLA.            Year 3: Effective August 31, 2024, the SEIU members will receive a 3.5% COLA.</p>
Living Wage	<p>Delete Steps A &amp; B from the Salary Compensation Plan/Schedule for All Classifications.</p> <p>Employees currently in Steps A &amp; B will move to Step C effective after Council approves an MOU in open session; employees are eligible for advancement to the next higher salary step on their next regularly scheduled merit review date.</p> <p>Step C of the Facility Attendant classification will be set to the current benefitted living wage of \$19.01/hour:</p> <ul style="list-style-type: none"> <li>Steps D-J will be adjusted accordingly to maintain five percent (5%) between steps.</li> </ul> <p>Step C of the Landfill Gate Attendant and Parking Attendant classifications will exceed the benefitted living wage of \$19.01/hour following implementation of the 4.5% COLA.</p>

One-time bonuses	\$1,800 upon ratification of the tentative agreement
Compensation Study	<p>Compensation Study:</p> <ul style="list-style-type: none"> <li>√ <b>The Union and the City agree to meet and confer over the implementation of the 2021 study with the goal of closing the gap</b></li> <li>√ <b>The Finance department will update the Union/Meet and confer team quarterly on available data on the financial status of the City.</b></li> <li>√ As a show of good faith, the City commits to ensuring that no classification supported by the Enterprise Funds is more than 15% out of market rate by <b>April 1, 2023</b>, based on the findings of the 2021 study and inclusive of salary increases to within 10% of the market.</li> <li>√ <b>In addition, we agree that the city will provide a full 11% increase to the following classifications: Sr. Resource Recovery Worker, Resource Recovery Worker I/II, and Solid Waste Worker.</b></li> </ul> <p>New Compensation Study:</p> <ul style="list-style-type: none"> <li>√ The City and the Union shall meet by September 1, 2024, to meet and confer over the contractor selection and methodology including cities and benchmarked positions for a new compensation study.</li> <li>√ The parties must agree on <b>any new</b> contractor selected to conduct the study and methodology utilized for the study, including the mapping of studied classifications to other classifications for which comparison data is not directly generated by the consultant</li> </ul>
9.09 Emergency Meals	Emergency meal allowance increase to \$25
9.08.01 Dress Time	Dress time increased to ten (10) minutes
9.08 Clean-Up Time	Increasing the cleanup time to fifteen (15) minutes
7.03 Union Notification	Adding meet and confer language will give us the power to negotiate over more wage increases throughout the life of the contract and implement the compensation study.
9.12.02 Notification to Employee	All regular, Limited Term employees shall be notified in writing of their term of employment at hire, including their specific furlough period. Employees shall be notified as soon as possible, but no less than ten (10) working days, of any changes to this work schedule.
23.03 Written Reprimands	Reprimands will be removed from the personnel file after 4 years

New Union Representation	All employees have the right to request a union representative to be present and to be represented in an investigatory interview with the employer when they reasonably believe that the interview may lead to disciplinary action.
14.01.02 Bereavement Leave	Bereavement Leave expand to include more family members
7.04 Display Space and Department Mail	Removed language <i>A copy of non-privileged material shall be provided to the Human Resources Department.</i>
7.08 Area Meetings	Adding one general membership meeting during paid time for a total of three (3) general membership meetings.