

2023 SANTA CLARA COUNTY BARGAINING PRINCIPLES

County workers are united and committed to addressing the key issues that are impacting County workers' ability to provide quality public services to the community. The chronic short-staffing county-wide affects the life-saving services our community relies on. From 9-1-1 dispatch in County Communications to the Health and Hospital System (HHS), Social Services, and Behavioral Health, among hundreds of others, our inability to fill vacancies and retain workers hurts our community patients and clients the most. County workers have always been essential; this was made clear throughout the pandemic. We are invaluable. Santa Clara County can address the vacancy crisis, and they can combat the decline in our compensation due to inflation and rising costs that hurt both workers and our community, which depends on our care and service. The county can prioritize greater career opportunities and workforce training and agree to end the double standard of reduced benefits and job security for the "extra help" who make up a growing share of the County's workforce. Santa Clara County can care for workers just like we have cared for our community before, during, and will continue to do so.

Addressing critical Vacancies Across our County that Impact Services, Workload, and Morale

While demand for services has increased over the past four years, new codes are not added, and existing vacancies are not filled, in departments across the County, putting more responsibilities and duties on existing staff.



- Prioritizing realignments in key classifications experiencing unprecedentedly high vacancy rates and turnovers.
- Reducing the abuse of mandatory overtime to address the increased demand for services while over a thousand full-time positions remain unfilled.
- Investment in recruitment and retention differentials will ensure we are competitive in hiring and retaining the workforce.
- Developing equitable hiring practices, including Merit System Rule changes, would recognize experience, streamline the testing and interview process, and provide more promotional opportunities from within.

Investment in Quality Staffing Through Workforce Training, Development, and Promotability

- Re-evaluate and revise workload standards to deliver better public services to clients while ensuring equity in work and policy development across our SEIU 521 unit.
- Career development opportunities to promote pathways for permanent and Extra Help workers.
- Investment in a proven and improved workforce training program that will support all SEIU 521 workers to participate in training programs and courses that can result in promotions within the County. Career path planning includes counselor guidance, childcare assistance, equipment loaner programs, and tuition reimbursement to support SEIU 521 workers.

Together, we can achieve short-term and long-term plans to fill vacancies and retain workers through a robust and proven Workforce Training Trust Fund.



Respect & Dignity for ALL

- Establishing mutual respect in the organization is essential to a healthy workplace. The culture that exists in the County is filled with implicit biases, favoritism, intimidation, and a lack of communication. We aim to change punitive and disciplinary practices and implement a comprehensive training program for all county workers that informs and respects workers' rights.
- Eliminate the culture of systemic racism cultivated by the County, which preys upon worker fear and prevents workers from promoting and targeting our diverse workforce within our workplaces.
- Respecting the experience of workers that have been with the County for years is of value to the County and our community.
- Creating equal ground for stewards and labor relations to resolve worker issues, free from intimidation and retaliation.
- Creating a more just and equitable telework policy to reduce the County's carbon footprint and improve workplace productivity, efficiency, and morale where possible without impacting quality access to services.
- Reduce contracting out of our Union jobs through a phased approach tied with workforce training and development, resulting in improved services for County residents and thousands of good union jobs returning to our community.
- Investing in classifications across our County that work in high personal risk situations.
- Demanding and creating real pathways for Extra Help to move into fully coded positions to help alleviate critical staffing needs.



We urge the County Board of Supervisors to prioritize our above mentioned principles as we enter negotiations. Santa Clara County can and must make safe staffing a reality; they can respect, protect, and pay county workers and lead a true recovery.

Our 2023 Bargaining Principles represent the submissions of thousands of worker surveys. They reflect a collective workforce dedicated to adequate patient care and services. **Join us in our fight for dignity & respect!**

**IT WILL TAKE ALL
OF US TO WIN!**



**WHERE & HOW WILL THE DECISIONS ABOUT
OUR PAY AND BENEFITS REALLY BE MADE?**

By activating your membership. Our bargaining team is only as strong as our membership.

Through continued worksite meetings and one-on-one conversations with co-workers about the issues that impact us all.

By building strength in numbers and preparing to be strike ready before our contract expires on June 25, 2023.

By ensuring the Board of Supervisors feel the pressure up the chain of command from department managers as a result of constant workplace actions like rallies, meetings, and marches on bosses.

By enhancing ongoing support from our community, including our patients, clients, neighbors and family.

IMPORTANT DATES / INFO

April 12 - 6pm

Bargaining principles vote @ special general membership meeting

June 25

Contract expiration date

2023 contract campaign webpage:



SCAN TO
STAY
UPDATED