

SEIU 521 FROM THE NEGOTIATIONS TABLE

Why We Need To Be Strike Ready:

County Management Continues Dismissing the Root Cause of Staffing Shortages + Recruitment & Retention Challenges

**COUNTY
WAGE
PROPOSAL**

*The County's current wage proposal as of June 9, 2023:
Year 1 - 4% | Year 2 - 3.50% | Year 3 - 3%*

MASTER TABLE HIGHLIGHTS

ISSUE	WHAT WE'RE FIGHTING FOR	COUNTY RESPONSE	COUNTY TAKE-AWAYS
Differentials	Differential pay for classifications with a vacancy rate over 15% Weekend differentials for all	Not in agreement	
Vacancies	Efficient processes for transfers and promotions for existing Santa Clara County employees	Not in agreement	Eliminate transfer and promotional opportunities for classifications that have had 5% vacancy for over 90 days
Tele-work	Preserving & improving ability to utilize tele-work to improve and maintain work/life balance	Not in agreement	Proposing to delete tele-work from the contract
Mandatory OT	Reducing mandatory OT; mandating the county to pay 3X hourly rate	Not in agreement	
Voluntary Reduced Work Hours (VRWH)	Keeping in place	Not in agreement	Remove VRWH from contract
Extra Help	<ul style="list-style-type: none"> Increase credits for EH when applying for coded positions Dental/vision benefits upon hours requirement 	Not in agreement	
Safety	High Risk environment pay for worksites like, scattered homes, Evans Lane, etc. which subject our members to higher risk with improper safety measures and training	Not in agreement	Further limit hazard pay for workers in locked facilities, to exclude when workers are teleworking, remote work, using paid accruals and holidays.

**ULP
STRIKE
AUTHORIZATION
VOTE REMINDER**

Vote Schedule - Starts: June 10 @ 10 a.m. - Ends: June 15 @ 1 p.m.

Your Bargaining Team Is Recommending A Yes Vote

OTHER COUNTY PROPOSED TAKE-AWAYS

Investigations	Language for administrative investigations that places more fear in workers when participating in an investigation.
Compensatory Overtime	Eliminate worker's right to choose compensatory time in lieu of overtime, when authorized by the appointing authority.
Meal Periods	Remove eligibility for overtime meals for workers who tele-work in addition to requiring overtime by consecutive hours and workers must provide a receipt for reimbursement.
Family Leave	Delete parental leave, sick leave use, and other family leave from contract, to utilize only a county policy, which can change anytime.
Industrially Injured Workers	Remove the types of modified work permitted under our contract and replace them with referencing their County policy. This would limit our ability to bargain this language and give management more discretion for interpretation.
Contracting Out	Increase the amount of contracts from \$40k to \$200k, when contracting out our work.
Management Right's	New article that would give management all the rights and provisions to do what they want, when they want, and without any accountability to workers. This includes giving them the "right to determine and change staffing methods, and contract out bargaining unit work to meet operational and patient needs."
Grievances	Take away our ability to file grievances related to Merit System Rules, County ordinances, resolutions, policies, manuals and worker's personal rights.
Strike & Lockouts	Eliminate our ability to strike whether our contract is expired or not. The law already protects our right to strike, which is a direct result of our 2019 historical strike and their effort to Union bust!

IT'S NOT ENOUGH TO JUST WIN RAISES NOW IF WE AREN'T BUILDING UNION & WORKER POWER FOR OUR FUTURE!

NOW IS THE TIME TO JOIN OUR COLLECTIVE FIGHT FOR A FAIR CONTRACT

1

**ACTIVATE YOUR MEMBERSHIP:
SEIU521.ORG/MEMBERSHIP**

2

**TAKE PART & VOTE YES ON ULP STRIKE VOTE
JUNE 10-15**

3

**STAY UPDATED & ENGAGED
SCAN CODE**

