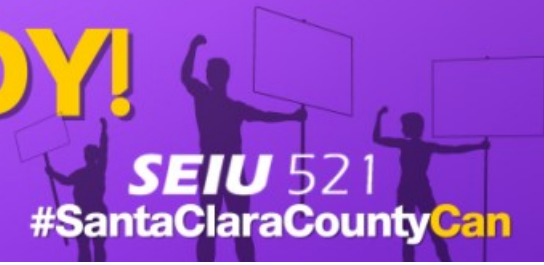


# WE'RE ULP STRIKE READY!



## FROM THE NEGOTIATIONS TABLE

*Our Strike Authorization & Ongoing Workplace Actions are Resulting in Progress. County Moves on Wages, Equity Guarantees, Comp Time & More! Big Takeaways Are Still Being Proposed, Let's Keep the Pressure on and Continue to Get Strike Ready.*

### COUNTY WAGE PROPOSALS

The County's current wage proposal as of June 29, 2023:  
Year 1 - 5% | Year 2 - 4% | Year 3 - 4%

## OUR PRESSURE ACROSS WORKSITES HELPED SECURE THE FOLLOWING WINS AT THE TABLE

### WIN/PROTECTED IN LATEST PROPOSAL

#### Equity Wage Guarantee For Years 1, 2 & 3

Year 1: \$1.50 guaranteed at Step 3 (\$1.65 guaranteed at Step 5)

Year 2: \$1.40 guaranteed at Step 3 (\$1.54 guaranteed at Step 5)

Year 3: \$1.30 guaranteed at Step 3 (\$1.43 guaranteed at Step 5)

**Protected Comp Time** - Takeaway off the table

**Protected Transfer Band, Family Leave & Meal Periods** - Takeaway off the table

**Contracting Out Protections** - Takeaway off the table

**Rights in Investigations & Grievances** - Takeaway off the table

**Right to Strike** - Takeaway off the table

**Kept Voluntary Reduced Work Hours (VRWH) In Place** - Takeaway off the table

### REST BREAK VICTORY FOR HHS!

Because of our collective actions and power in the field, we fought back against the County's crackdown on our breaks. **Our bargaining team won an agreement to allow workers to return to combining their rest breaks.**

**This is in effect RIGHT NOW.** If you used to combine your breaks, share this language with your manager:

*An employee who is scheduled to work and works at least eight (8) hours during a shift may, with prior Management approval, combine an unpaid meal period with one (1) or two (2) of their paid rest breaks during that shift. Employees combining an unpaid meal period with one or more paid rest breaks will only be paid for the portion of time considered part of the employee's paid rest break(s).*



"Losing our combined meal breaks really hurt Lab morale. Winning this agreement shows the power of our union. If you are not a member, join us today!"

**- Uzma Ghani, Medical Laboratory Assistant II**

# MASTER TABLE HIGHLIGHTS WE'RE STILL FIGHTING FOR

## ISSUE

## COUNTY'S STANCE

Pathway to Permanency for Extra Help

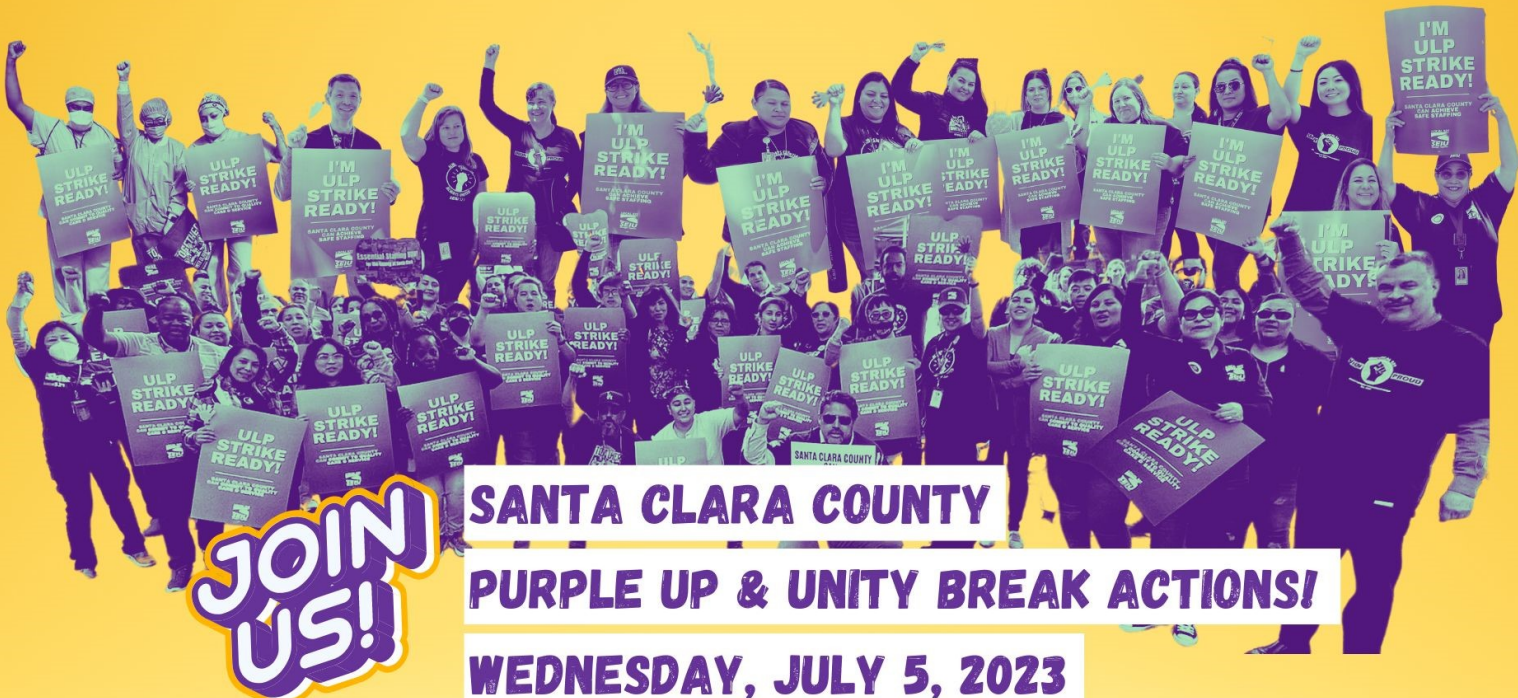
Not In Agreement

More Salary Realignment

Not in Agreement

Weekend Differentials for ALL

Not in Agreement



**SANTA CLARA COUNTY  
PURPLE UP & UNITY BREAK ACTIONS!  
WEDNESDAY, JULY 5, 2023**

📍 353 JULIAN | 11 AM - 1 PM    📍 1877 SENTER ROAD | 12 PM - 2 PM    📍 O'CONNOR HOSPITAL | 2:30 PM - 4:30 PM

**SEIU 521**

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



**TAKE ACTION BY COMMITTING TO BE STRIKE READY!  
COMPLETE YOUR STRIKE COMMITMENT CARD**



[WWW.SEIU521.ORG/SANTA CLARACOUNTY](http://WWW.SEIU521.ORG/SANTA CLARACOUNTY)  
**FOR THE LATEST UPDATES & PROPOSALS**