

SEIU 521 Monterey County July Bargaining Proposal – July 2024

ISSUE	WHAT WE ARE FIGHTING FOR	COUNTY RESPONSE
Wages	Year One: 9% Year Two: 8%	No Response
Equity Adjustment	Workers earning under \$20/hour receive a 4% increase. Workers earning under \$35/hour receive a 3% increase.	Rejected
Health Insurance	<p align="center">Article 19 Health Insurance</p> <p>We are proposing a percentage formula with a trigger percentage if insurance goes up.</p> <p>1. Employee only: the PEMHCA minimum contribution plus 95% of the premium for the employee-only (Anthem HMO Select).</p> <p>2. Employee + one dependent: the PEMHCA minimum contribution plus 93% of the premium for the employee + 1 dependent -(Anthem HMO Select).</p> <p>3. Employee + family: the PEMHCA minimum contribution plus 91% of the premium for the employee + two or more dependents (Anthem HMO Select).</p> <p>County pays 100% for dental and vision health coverage for employees and/or their dependents.</p> <p>Increase life insurance to 100K from 20k.</p>	No Response
Bilingual Pay	Increase Bilingual Pay differential by \$.56 cents to \$1.50	No Response
Workers' Compensation	Doctor appointments approved during paid time off.	Not in Agreement.
Differentials	Hazard Pay, emergency response, training differential etc.	Not in Agreement.
Shift Differential	Unit-J to receive Shift Differential increase from \$1.55 to \$3.00.	Not in Agreement