



SAN JOAQUIN COUNTY MEMBERS **BARGAINING UPDATE #1** **MAY 18, 2022**

We met with San Joaquin County management for the first session, where **we went over ground rules, including release time for the bargaining team and dates for final new proposals.** During our discussion, **we went over the nine classifications whose entry step or A step falls below the current state minimum wage.** Management indicated that no employees are placed at that step. We conveyed that the A step needs to be adjusted, increasing each subsequent step for that classification and impacting the remainder of the series. **We scheduled all of our bargaining sessions with management through the contract's expiration on October 20, 2022. There will be 17 sessions.**

Discussing with management around wages, **we proposed that we settle across-the-board cost-of-living adjustment (COLA) increases first before moving on to other issues.** County management seemed amenable to that proposal.

We are asking for a fifteen-percent raise per year over three years. Several classifications are behind. The three-year proposal will bring the classes up so that the equity survey will look better than it does now in three years. The proposal will help with recruitment and retention, an issue created by the County's austerity during bargaining in the past.

The next bargaining session is on June 1. We will meet with management every two weeks through July. Beginning in August, we will meet every week until the expiration date.

If we rise together, unite, and bring as many non-members into Local 1021, we can win higher wages, better benefits, and safer workplace conditions.

The following proposal was approved by the Bargaining Team:

Proposal from SEIU 1021 to San Joaquin County All MOU's:

4. Compensation

4.1 Salaries

Effective October 21, 2022 all employees shall receive a Cost of Living Adjustment of 15% of base salary.

Effective July 1, 2023 all employees shall receive a Cost of Living Adjustment of 15% of base salary.

Effective July 1, 2024 all employees shall receive a Cost of Living Adjustment of 15% of base salary.