



# SEIU Local 1021 Alameda County

Union Update September 26, 2022

## GOT FAIR PAY?

### Do you feel underpaid?

SEIU Local 1021 will be hosting two workshops on how to fight for “equity adjustments,” which are wage increases for specific classifications that can be shown to be underpaid compared to similar job classifications with similar employers.

The way we fight for these equity adjustments is by working together to study what workers in neighboring areas make. For Alameda County, those neighboring areas represent employers that compete for workers, which means that *equity adjustments are a crucial part of the County addressing the recruitment and retention crisis that Alameda County workers are suffering under.*

Shirley Goodloe is a Sheriff’s Safety Aide out of the Oakland airport, and has been with Alameda County for 15 years.

She also serves as an SEIU 1021 shop steward. A few years ago, she worked with her co-workers and SEIU 1021 staff to research what workers with comparable job duties were making in comparable areas. She said, “It was a lot of work, but it was a very pleasant experience, and it was very successful! We got one of our biggest raises through this process.”

Goodloe describes the work as “A lot of legwork. We had to dig and find out who does work like ours in other counties, and what they made. It turned out, we were behind. Workers in San Francisco’s airport, for example, were making a lot more than we were. We put together a presentation for management and explained our job duties and what we go through, and made graphs to show the higher compensation in other areas. In the end, it worked!”

### Two Training Options

**Mon., Oct. 10**  
**6 p.m. - 8 p.m.**

**Tues., Oct 11**  
**6 p.m. - 8 p.m.**

**RSVP Required at [SEIU1021.org/Alameda-County](https://seiu1021.org/Alameda-County)**