



# STALLING, THREATS, & EXCUSES

**Tuesday 2/21 is our**

## **Airport Area Unity Lunch!**

11am to 1pm at the northern  
lawn area outside of the  
**Zephyr Bldg (HSD AA/DCSS):**

**3725 Westwind Blvd**

Child Support, HSD Adult & Aging, HSD  
Admin, SPI Airport, Water  
Maintenance & Admin, Animal  
Services, SCERA, Fleet, all are welcome!

**Lunch only available for RSVPers!**

**Our contract expires Tuesday the 28th.**

Join the rest of us that day at our...

## **BIG CAMPUS UNITY LUNCH**

**RSVP by responding to the text or calendar item that was  
emailed to you on 2/15. Lunch only available for RSVPers!**

**Tuesday 2/28, 11am to 1pm**

Outside of the Board of Supes Building: 575 Administration Drive (at the Ice Cream Statue)

**THIS IS THE DAY TO REMIND THE  
BOARD OF SUPES THAT WE MEAN BUSINESS!**

**ALL UNION MEMBERS REQUESTED TO ATTEND**

**IN-PERSON**

## **GENERAL MEMBERSHIP MEETING**

**SANTA ROSA VETS BUILDING**

**Thursday March 2nd 1351 Maple Ave**

**Dinner at 5:30pm, Program at 6pm**

- ★ What is the County doing at the table?
- ★ What are our possible paths forward?

**All Union Members are expected to attend. Don't miss it!**

# THE COUNTY IS STALLING

In our meetings with leaders from the County's other unions, we've learned that the County's stalling at each of our tables.

- ★ Despite how little time is left prior to our contract expiration, the County's attorney has refused to add meeting dates until March.
- ★ The County has begun holding simultaneous bargaining sessions (some management sitting at one union's table while some management sits at the other). This diminishes authority on management's side, which prevents us from being able to make progress.

These are not cooperative moves when we're this close to expiration. And over the past several weeks, County management has refused to move on any of the issues we're working toward at the table.

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## OUR TEAM'S LATEST SUBMISSION

Meanwhile, our Bargaining Team has moved significantly from our initial proposals, maintaining a willingness to compromise. We submitted our first big "comprehensive economic package" to County management this week, encapsulating everything our membership wishes to see if we were to seal the deal.

Here are some specific details. Read on to learn how the County responded.

- ★ COLAs:           8% in Year 1           7% in Year 2           6% in Year 3           *(total of 21%)*
- ★ Equity Adjustments that would benefit about 64% of our workforce, with an average wage increase of 4.24%. Whether or not a person would receive an equity adjustment depends on which benchmark class we're tied to and how far behind that class is to our comparable agencies. Currently, 28 of our 41 benchmark classes are behind!
- ★ Yearly County healthcare contribution increases of 2%, 5%, and 5%.
- ★ Cash Allowance roll-in to hourly salary, ensuring our raises affect all wages.
- ★ Pensions:
  - Language providing for prospective pension COLA negotiations
  - Portability for pre-2009 hires (ability to retire out of area & keep benefit)
- ★ Extra-Help
  - Up to \$600 monthly salary increase (dependent on salary step)
  - Sick Leave Accrual increase & cap lift
  - Paid Holidays
  - Ability to take sick time in increments less than 1 hour
- ★ New paid holidays: Juneteenth & Native American Day
- ★ Staff Development: Increase to \$850 & make it a stipend (usable for anything)
- ★ We're still trying for other stuff for which the County still hasn't shown interest, including: Uniform/Boot stipend increase and added classes; increased vacation accrual rate for seasoned employees, Longevity pay, Paid Family Leave, and increased Stipends for Nurses performing assault exams.

# THE COUNTY'S RESPONSE

After taking a short time to review our package proposal, the County's attorney /chief negotiator told us that they've reached their maximum authority to offer and they're not interested in going back to the Board of Supes/CAO to get more.

He went on to say that because our two teams are still far apart in terms of our packages' financial costs, he and the County's management team will have no choice but to go to the "fact-finding" stage--where a consultant will dive deep into costing mechanisms and decide whether what the County's offering is sufficiently competitive within the market.

Getting to this stage doesn't benefit union bargaining teams. However, we feel it's far too early in our process for either team to hang this over the others' heads. So our response was equally solemn:

The method the County is using to cost our proposals is significantly flawed.

Here's why:

- ★ When looking at salaries and raises, the County costs this as if we had zero vacancies.
- ★ Our County's surfing up to a 15% vacancy rate right now, stockpiling significant salary savings due to our amount of empty allocations.
- ★ They also cost everything at the I-Step, as if all employees were earning the maximum possible wages for their positions. With 33% turnover since the beginning of the pandemic, this is also severely inaccurate.
- ★ The County's costing methods also don't take into account that holidays don't cost the County money in the way a business would suffer. We're not a factory. Taking a holiday doesn't cause us to lose products or sales. Again, these are not real numbers.
- ★ According to the County's number crunchers, our Paid Family Leave proposal would cost five MILLION dollars per year. This is wildly overblown, and the same type of bogus argument they used when fighting us on the Paid Parental Leave we worked hard to get.

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**Your Bargaining Team continues to fight for the things you've told us you find important. We're working hard on our next steps.**

**Show up to our events listed on the first page because we need your presence and support.**

**This campaign is not about any one issue or sub-group of our membership. What's most important to remember is that our chapter is united together to get the best possible contract for everyone.**



**Last Thursday, members of our Bargaining Team stood in solidarity with the workers of the Fairmont Sonoma Mission Inn who are organizing with Unite Here Local 2. 🖐️**

**This is what the power of labor, faith and immigrant leaders standing together for worker dignity, safety and respect looks like!**  
**Si se puede!**



# BARGAINING TEAM MEMBER SPOTLIGHT

## SONJA MOUG

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Sonja Moug is the County's only Department of Emergency Services Secretary. As such, has been tasked with helping keep our EOC together during these floods. Sonja's been at the County for 7 years and she's on our Bargaining Team because she feels it's important to take a role in contributing to our own future. Sonja is a sharply empathetic individual who is also capable of exceptional pragmatism. She's got years of various volunteer work under her belt.

**Why is it important for Sonja to be involved as a leader within our Union?** "Because, like many things in life, I need to know that I did all I could to achieve an outcome. And, we all need a modicum of security in our retirement years." Good points!

She likes Country music and baseball, and is a former (and future) beekeeper. Among her many talents comes skilled copywriting and editing. She has an adult son (her greatest accomplishment, as he is a "wonderful, caring human being") and two adorable grand-children. Sonja also has 2 cats. Her heroes? "Strong women". *[Editorial note: anyone who knows Sonja knows this means she qualifies as her own hero.]*

**An important officer on our Chapter Board, Sonja is our reliable and indispensable Secretary/Treasurer. Thank you for being a voice of reason, compassion, and justice for the sake of our membership, Sonja!**