



# WE'RE GETTING CLOSE

**The hard work of our Contract Action Team and so many of our members is paying off as we promised it would.**

Those who have shown up to our rallies, Unity Breaks, membership meetings, and especially the Board of Supes public comment have been an unmatched help to our Bargaining Team's exhaustive efforts. It will be you we'll have to thank once we're at the end of this journey.

Already, we know that the contract we score this time around is going to be unprecedented in the history of any of Sonoma County's bargaining units, not just ours. We've managed to get more money on the table than ever before.

## Some highlights of what we've already accomplished:

1. **Medical benefits: County contribution raises of 5% in Year 2 and again in Year 3 to cover cost increases (in addition to full coverage of Year 1's increases)**
2. **\$600 monthly Cash Allowance roll-in to wage scale (this makes it affected by COLAs, overtime, and safeguards it from being a future bargaining chip)**
3. **Average 4% Equity Adjustment on top of COLAs for the 61% of us who are behind our comparable agencies' same positions**
4. **Retiree Medical portability for pre-09 hires**
5. **Prospective Retirement COLA reopener agreement**
6. **Bilingual Pay improvements: \$1.50/hr for fluent and applies to all paid statuses for both levels**
7. **State Disability Insurance reopener**
8. **Callback premium pay extended to all bargaining units (was just Maintenance before)**
9. **Guarantee of 15 job classification studies that must be finished by end of contract**
10. **Assault Examiners: increase from \$275 to \$600 per exam and increase of standby from \$100 to \$150**
11. **Extra-Help improvements including:**
  - a. **\$600 more in monthly pay** due to cash allowance roll-in
  - b. **Increase in sick leave accrual rate** to match Permanent employees
  - c. **Increase in sick leave accrual cap** to 96 hours
  - d. Ability to take sick leave in 1/10th hr slots
  - e. No decrease in wage for reappointments
12. **Boot/Shoe allowance:** increased from \$225 to \$300 for boots, from \$120 to \$200 for shoes
13. **Boot/Shoe allowance:** 8 classifications added
14. **Uniform allowance:** increased to \$300, 4 job classes added to benefit, 1 added to cleaning benefit
15. **Disaster/Emergency** compensation protection
16. **Other improvements** including disasters and emergency assignment orientations, call center job posting language, improved grievance procedure language, ability to grieve outdated safety policies, contracting out notice improvements, shop steward meeting time off, and various union member rights.

Attend your Unity Breaks in the meantime until we announce anything further.  
Thank you again for all of the support you've provided us thus far! -- Your BT