



# STAND UP SONOMA COUNTY

The Official News Source of SEIU 1021 Sonoma County Contract Negotiations

April 9, 2019

## Together We Make Sonoma County Strong

After many years of acrimonious negotiations, large-scale actions, and unsatisfying short-term contracts, we have finally changed the way the County approaches SEIU members. This round of negotiations was different - marked by positive interactions with the County team, creative problem solving, and an immediate acknowledgement that our members needed a fair contract with healthcare protections and wage increases to keep up with the cost of living and working local. Below are some of the key economic wins in this contract.

**Your bargaining team is recommending a Yes vote.**

### Affordable Healthcare secured for four years!

Affordable Healthcare coverage: Flat dollar amount starting from the idea that the County should cover 80% of Kaiser. This amounts to an 11% increase for 2019. The flat dollar amount increases by 6% a year. Employees also have access to a fully employer paid family health plan with Sutter.

#### May 21, 2019

\$700 for Employee only  
\$1400 for Employee + 1  
\$1980 for Family

#### May 19, 2020

\$742 for Employee only  
\$1484 for Employee + 1  
\$2100 for Family

#### May 18, 2021

\$786 for Employee only  
\$1574 for Employee + 1  
\$2224 for Family

#### May 17, 2022

\$834 for Employee only  
\$1668 for Employee + 1  
\$2358 for Family

Members who would like to make changes during open enrollment should contact the benefits department.

### 10-14% Cost of Living increase over 4 years

To ensure the economic stability of our membership, the bargaining team secured Cost of Living Adjustments for each of the four years of the deal. This allows our members to know what their wage will be and when to expect salary increases for the short term future. 2019 - 3% effective second pay period after board adoption; March 2020 - 3%; March 2021 - 2-4%; March 2022 - 2-4%

### Equity Adjustments

The County utilizes a bench-mark classification system. Using the County's total compensation philosophy, 19 bench marks covering 157 classifications will receive an equity adjustment in the first year in addition to the COLA. We also reached agreement with the County that prior to the next MOU we will meet to discuss the elements of the next study.

### Classification Process Improvements

The County has recognized the classification study system does not work in employees' interests. Because they can take years to complete, the County has agreed to give members a temporary premium of 5% when being reclassified to a new classification for the time between the completed meet and confer over job specifications to the time the reclassification is implemented by the

Civil Service Commission. This also applies to the time between when a reclassification to an existing, higher paying job classification goes to the Civil Service Commission and when the Board of Supervisors complete the reclassification. This means members will see their pay rise earlier when they have been determined to be working out of class.

### State Disability Insurance

We haven't given up on fighting to make sure the County provides State Disability Insurance to our members! We understand that paid family medical leave is critical for people to take care of their loved ones. Because SDI impacts so many other benefits like long-term disability, paid parental leave, and our own short term disability program we need to make sure that we get it done right. We have a side table set up for 2020 where we can focus only on the SDI issues and give it the time and attention it needs.

### Retirement Security Labor Management Committee

For the past several years the Board of Supervisors has cowered to anti-public employee pension hawks. This has resulted in two citizen's commission on retirement benefits and a BOS ad-hoc committee. These anti-pension organizations want to significantly reduce our retirement security. We decided to take an offensive approach to this issue and propose a retirement labor management committee to address long term issues. Over the next three years the we will launch a member-led campaign to secure our retirement and take on the anti-pension rhetoric.

This will involve educating our members and the public on the importance of a secure retirement. In addition, the committee will look at whether the County is a competitive employer and how we achieve a Cost of Living adjustment for retirees and make improvements for PEPRA, while repurposing the dollars that will become available once the pension obligation bonds expire.

The only way to secure our retirement is to take on the fight and bring administration to the table. This will be a significant portion of the work over the next four years. This summer we will be launching a Retirement Security Continuous Action Committee to help steer our plan and program for this next campaign!

### Other Key Wins

- 8 hours of Supervisory Leave for all supervisors.
- Holiday on Day Off - You can now add your Holiday hours to your comp time bank if a holiday falls on your day off.
- Housing Assistance Committee - Administrative fees up to \$50,000 will now be paid by the County. This means that your contribution to the HAC will now only be used to help our members facing housing challenges.

Please review the summary document and attend the general membership meeting or a vote meeting near your worksite to see the full details of the tentative agreement.

**Your bargaining team is recommending a yes vote.**

### General Membership Meeting

**Monday, April 15th: 5:30 p.m. Dinner 6 - 7 p.m. Meeting**

Tentative Agreement Ratification Voting Begins  
Finley Center, 2060 W College Ave., Santa Rosa

Please RSVP to the Member Resource Center  
so we can order food for you: 1-877-687-1021

