



STAND UP SONOMA COUNTY

The Official News Source of SEIU 1021 Sonoma County Contract Negotiations

November 2, 2018

Bargaining Session 4: Some good progress!

The Board of Supervisors has given authority to the County team allowing them to present economic proposals to us this month. We will keep you posted. We had productive discussions regarding our grievance procedure and tentatively agreed on language for the salary upon promotion section of our contract, an update to the nursing education premium, and an update to the vacations savings plan.

As part of our MOU extension agreement from earlier this summer, a side table was created to solve many of the challenges facing extra-help workers. We have made substantial progress on these issues. Over 20% of our SEIU 1021 bargaining unit is made up of extra help workers. Many of these 400 workers have been in extra-help positions for several years. There are several examples of departments with unadvertised vacancies using workers in extra-help positions to do the work instead of appropriately filling the vacancies. Our key goal is to fill the budgeted vacant positions with permanent employees, create a pathway to permanency for extra-help employees who want to be permanent, and reduce the overall reliance on a temporary workforce.

We will be seeking a baseline allocation of permanent positions in the Parks Department for extra-help Park Aids, Park Ranger Assistants, and Parks and Grounds Maintenance Workers who are used annually. Other proposals include providing Extra-Help employees with basic benefits, giving credit for time worked, and requiring recruitment for departmental vacancies for which extra-help employees are being utilized.

Signed,

ELECTION DAY 2018

Tuesday, November 6th



Purple Tuesdays

Don't forget to Purple Up every Tuesday and make sure everyone knows you support your bargaining team!

If you don't have your Live and Work Local purple T-shirt, reach out to your Stewards or Reps.