



STAND UP SONOMA COUNTY

The Official News Source of SEIU 1021 Sonoma County Contract Negotiations

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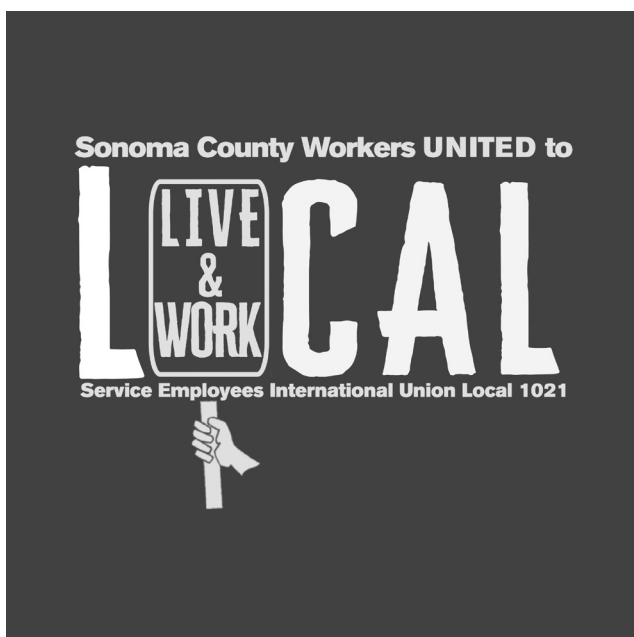
Recruiting & Retaining Quality Employees

In response to the membership surveys, the Negotiating Team presented proposals this week to strengthen the County's ability to recruit and retain quality workers. Issues identified by members include maintaining affordable health care, increasing base salaries to reflect the market, securing ongoing cost-of-living increases to afford living in the North Bay, and respecting and retaining staff.

We saw recently in the Press Democrat the heart-wrenching and devastating impact the County's short-staffing problem is having on the children in our community. That is one of many ways employee turnover negatively impacts public services. We have proposed solutions to major recruitment and retention issues and we hope management will be receptive.

We had a productive session with management on October 24th. The Negotiating Team proposed a three-year contract that improves the classification process and gives the union the ability to review classifications and compensation regularly. The proposal includes annual cost-of-living adjustments tied to the consumer price index, equity adjustments, and longevity premiums. Given the skyrocketing price of housing in our area, this will make it possible for the County to retain employees.

To protect employees and our families, the team proposed employer-paid state disability insurance, extending employer-paid dental premiums, increasing the county share of health care premiums, and employee protections against rapid health care premium increases. We also proposed aligning sick leave accrual with other employer rates and restoring leave benefits for Supervisors. Let's keep up the pressure so we can continue to



Purple Tuesdays

Wear purple on Tuesdays to support the Negotiating Team!