



# STAND UP SONOMA COUNTY

The Official News Source of SEIU 1021 Sonoma County Contract Negotiations

October 22, 2018

The Press Democrat

Sonoma County social workers decry tight staffing they say puts children at risk



(1 of 3) A young boy kicks a ball against a wall in a play area at Valley of the Moon Children's Home in Santa Rosa on Tuesday, Feb. 14, 2017. (CHRISTOPHER CHUNG/PD)

MARTIN ESPINOZA

THE PRESS DEMOCRAT | October 17, 2018, 7:19PM

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Sonoma County's Child Protection Services agency is grappling with a severe staff shortage that has social workers claiming children's lives could be in danger.

See the Press Democrat for this week's story following SEIU 1021 member testimony at the Board of Supervisors

## Short-Staffing Drastically Impacting Sonoma County Public Services

We've previewed the bargaining priorities surveys submitted by members. 75% of our members noted that increased workloads are negatively impacting their work. Contributing issues noted include staff reductions and unfilled vacancies. The team will continue to review the results as we prepare the remainder of proposals including economic issues such as COLA and healthcare.

Currently, there are over 359 staff vacancies countywide, with 134 being vacant six months or more. This has a severe, negative impact on services to Sonoma County residents.

In this week's negotiating session, we signed off on ground rules and continued discussions on non-economic issues. Our first sessions with the County have been positive. We proposed that we regularly review 90-day + vacancies with management, and develop a process to address staffing concerns, starting at the unit/department level and continuing up through to the County Administrative Officer. In our proposal, we have asked to be notified, and to meet prior to, any department eliminating positions through the budget process.

We have proposed that we receive early notice and have the opportunity to discuss any layoff proposals prior to a department requesting approval from the Board of Supervisors. This will allow us to meet with the department and discuss alternatives to decreasing public services prior to service cuts.

Signed,  
Your Bargaining Team

## Purple Tuesdays

*Wear purple on Tuesdays to support the negotiating team!*