



STAND UP SONOMA COUNTY

The Official News Source of SEIU 1021 Sonoma County Contract Negotiations

December 4, 2018

Laying the Foundations to Build a Sustainable Contract

We met with the County again for the 7th time on November 30th. We have been patiently awaiting their economic proposals.

The bargaining package we proposed was built around our members' priorities: COLA, Market Equities, Healthcare, Longevity Pay, a process for addressing staffing and workload, and a long-term contract. All of these proposals are designed to address our County's recruitment and retention problems and to ensure Sonoma County remains competitive in the surrounding market. This is the only way to ensure Sonoma County residents receive the services they deserve from their local government.

The deadline for all new proposals has now passed. While the County has not yet responded to many of our proposals, they did provide us with their salary and equity package during this session. It includes a 4-year contract term with COLAs in each year (years 1 and 2: 3% each year, years 3 and 4 between 2%-4% based on CPI or

the County secured property tax revenue). They also included a proposal for market equity adjustments for classifications falling behind the market average.

We do not currently agree with the County's equity compensation calculations, but it's a good place to start! The package the County offered does not adequately address all of the critical issues we have presented, but it is proof that the hard work SEIU members have done in recent years has seriously paid off in regard to how the County approaches bargaining. It looks like The County has finally come to the table ready to work with SEIU to build a fair and sustainable contract!

Our next negotiating session is December 14th. We anticipate discussions about our outstanding proposals and expect to receive comprehensive proposal from the County including the plan for ongoing medical cost sharing.

In solidarity,
Your Bargaining Team

Purple Up on Tuesday and stay tuned for worksite meetings in your area!