

County Contract Update

December 22, 2010

Background

In November 2010, the county requested to meet with Local 221 to discuss the possibility of an extension to our current contract. On November 30, 2010, the SEIU Local 221 Bargaining Team met with the county and received the county's proposal for a two year extension to the current contract. The county proposed a reduction of the retirement offset for current employees, the elimination of the retirement offset for new employees, a small increase to the flexible healthcare benefit, and a small bonus in the second year of the extended contract that would not be added to the base salary. (See the reverse side of this sheet for complete details.)

Listening Campaign

Shortly after receiving the offer, the Bargaining Team embarked on a two week Listening Campaign. They held 20 worksite meetings across the county to get feedback from union members on the offer. The Team met again on December 11, 2010 to discuss the feedback from nearly 1,000 members at the meetings. The Team heard time and again that members did not like the proposal and felt it was unfair.

Local 221's Counter Proposal

On December 20, 2010, the Bargaining Team met again, this time to craft a counter proposal to the county's offer. The Local 221 counter proposal included an elimination of the retirement offset by 2013, which was counterbalanced by a 9% wage increase over three years. The county made it clear in their contract extension proposal that they wanted to eliminate the retirement offset – without compensating for it in wages. We preempted this total takeaway by proposing the county could stop paying the employee retirement offset **IF** wages were increased to make up for it. Also included in the Local 221 counter proposal was a 10% increase to the healthcare flex benefits in 2012, 2013, and 2014. (See the reverse side of this sheet for complete details.)

Our members made it clear at the Listening Campaign meetings that they want to come out ahead in wages or to at least break even in this contract, which was the goal of the Bargaining Team's counter proposal.

We also proposed a non-economic reopener in July of 2012 to address language issues such as workload.

Counter Offer

The county listened to our proposal and came back with an offer only slightly different than their initial one: the bonus would be given in 2011 instead of 2012 and they removed the elimination of the offset for new employees.

The Bargaining Team felt the county's proposal showed that the county does not value or appreciate the hard work performed by their employees.

The Bargaining Team unanimously rejected the county's proposal. We will be going into negotiations with the county in March of 2011.

Next Steps

The Bargaining Team will meet January 4, 2010 to discuss contract proposals. We will be holding a proposal ratification on January 22, 2010. Details on the proposal ratification will follow.

If you have questions about the county's contract extension offer, the Bargaining Team's counterproposal or the upcoming contract negotiations, please contact your Bargaining Team member or Alexis English at 858-560-0151 x267 or alexis.english@seiu221.org. *To email a Bargaining Team member, please go to the Local 221 website, www.seiu221.org, and click on "County Bargaining Team Contact Information."*



Comparison: County Contract Extension Offer vs. Local 221's Response Proposal

County Contract Extension Offer

The county's contract extension proposal would extend the current contract for two additional years effective June 17, 2011 to June 27, 2013. The following conditions would also apply to the extension:

1. Effective July 1, 2012, a one-time monetary payment equivalent to 2% of base pay for all regular employees who have paid service during payroll 01. Part time employees shall receive a pro-rated amount according to their Standard Hours.

2. County contribution towards the Flexible Benefit Plan:
Effective January 1, 2012 a 5% increase
Effective January 1, 2013 a 5% increase

3. Retirement Offset:

AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SW Units

Tier A:

Effective July 1, 2011 – Reduce offset to 6.0%

Effective July 1, 2012 – Reduce offset to 4.5%

Tier B:

Effective July 1, 2011 – Reduce offset to 5.5%

Effective July 1, 2012 – Reduce offset to 3.5%

SS Unit

Tier A:

Effective July 1, 2011 – Reduce offset to 5.0%

Effective July 1, 2012 – Reduce offset to 3.5%

Tier B:

Effective July 1, 2011 – Reduce offset to 4.5%

Effective July 1, 2012 – Reduce offset to 2.5%

4. Eliminate the retirement offset for all employees hired on or after July 1, 2011.

5. This tentative agreement contingent upon adoption by the Board of Supervisors.

6. This offer to extend expires on December 30, 2010 at 5:00 p.m.

SEIU Local 221's Informal Response to the County Extension Offer on November 30, 2010

The parties agree to extend the current MOA for three additional years effective June 17, 2011 through June 30, 2014 under the following conditions:

1. Effective July 1, 2011 through July 1, 2013, the retirement offset will be eliminated for all current and future employees according to the following schedule:
a. July 1, 2011: Reduce offset to 5.0%
b. July 1, 2012: Reduce offset to 3.0%
c. July 1, 2013: Reduce offset to 0.0%

2. Effective July 1, 2011 through July 1, 2013, all regular employees will receive wage increases according to the following schedule:

- a. July 1, 2011: 3% wage increase
- b. July 1, 2012: 2% wage increase
- c. July 1, 2013: 4% wage increase

3. Article 9, Section 2(A)(3) County Contribution towards Flexible Benefit Plan:

- a. Effective January 1, 2012: 10.0% increase
- b. Effective January 1, 2013: 10.0% increase
- c. Effective January 1, 2014: 10.0% increase

4. The parties agree to reopen negotiations on non-wage and non-benefit items in July, 2012. There will be no changes made to the MOA unless by mutual agreement.

5. This tentative agreement is contingent upon ratification by the members of SEIU Local 221 and adoption by the Board of Supervisors.

6. This offer to extend expires on December 30, 2010 at 5:00 p.m.