



MONTEREY COUNTY NEWS

URGENT BARGAINING UPDATE

On September 16, the County provided us with a wage proposal that is not reflective of the County's recovering economy. While the County boasts of increased revenue and projections including a balanced budget, management is not prioritizing public services and disrespecting workers who have faced years of concessions.

COUNTY PROPOSAL	Year 1	Year 2	Year 3
Employee PERS contribution	-1.5%	-1%	-1%
Equity Adjustment	+1.5%	+.75%	.75%
Base Wage Increase	.5%	+1%	+1%
TOTAL Increase for Employee	.5%	.75%	.75%

During negotiations on Sept. 19, the County signaled that they are reaching their Last, Best and Final Offer, which at this point is nowhere near a fair settlement. It is clear from the management team that the Board of Supervisors is not likely to offer more than a 3% wage increase for a 3-year contract – which is a **SLAP IN THE FACE** to Monterey County workers.

County and Union will resume negotiations on Sept. 20, in the hopes of resolving remaining language issues. It is also one more attempt to reach an agreement, IF the Board of Supervisors can direct County Administrative Officer Lew Bauman to come to the bargaining table.

WHAT'S NEXT?

If the County presents us with their Last, Best and Final Offer today or next week, we are legally obligated to take it to the membership for a vote to either reject or authorize a strike.

Our SEIU 521 bargaining team would like to avoid a strike. We have so much work to do to prepare for the Affordable Care Act – thousands are expected to start signing up for affordable health care on Oct. 1.

As Monterey County rolls out health care changes, the last thing workers want to do is go on strike at such a momentous time in our community.



We need to stand together and tell the county: Give us a fair contract now!

See Frequently Asked Questions about a strike on the reverse of this flyer.

WE ARE ALL IN THIS TOGETHER – FOR A FAIR CONTRACT NOW!

Attend important Union meetings led by the Bargaining Team next week at the following locations to get up to date information including Strike Preparation information. Look for the sign at worksites for meeting locations:

Monday, Sept. 23	Tuesday, Sept. 24	Wednesday, Sept. 25	Thursday, Sept. 26	Friday, Sept. 27
12:00 p.m. - 2:00 p.m. Govt Center, Outside Tables 168 W. Alisal St., Salinas	12:00 p.m. - 1:30 p.m. Bunker Hill 2nd Fl Break Rm. 1615 Bunker Hill Way, Salinas	11:00 a.m. - 2:00 p.m. NMC Cafeteria 1441 Constitution Blvd, Salinas	7:00 a.m. to 7:30 a.m. Laurel Yard Public Works Salinas	12:00 p.m. - 1:00 p.m. Health Department 1270 Natividad Rd. Salinas
4:00 p.m. - 5:00 p.m. Life Foundation Rm 112 1000 S. Main, Salinas	12:00 p.m. - 1:00 p.m. Info Tech Picnic Tables 1590 Moffett St., Salinas	12:00 p.m. - 1:00 p.m. Behavioral Health at NMC NMC 400 Building, Salinas	12:00 p.m. - 1:00 p.m. King City DSS Break Room 116 Broadway St., King City	12:00 p.m. - 1:00 p.m. Seaside DSS-Picnic Area 1281 Broadway Ave, Seaside
	12:15 p.m. - 1:00 p.m. Ag Comm Office 1428 Abbott St., Salinas	12:00 p.m. - 1:00 p.m. Marina Health Clinic Break Rm 3155 De Forest Road, Marina	12:00 p.m. - 2:00 p.m. La Guardia, OET Conf. Room 730 La Guardia, Salinas	
	5:00 p.m. - 8:00 p.m. SEIU Local 521 Office 334 Monterey St., Salinas		5:00 p.m. - 8:00 p.m. SEIU Local 521 Office 334 Monterey St. Salinas	

SAVE THE DATE Monterey County Member Meeting or Strike Authorization Vote: Tuesday, October 1 from 5:30 p.m. to 8:00 p.m. Location TBD

Location will be announced via:

Bargaining Hotline: (831) 758-0000

Email Updates: Sign up for Emails at <http://521.seiu.org/page/s/521MoCo>

Website: www.seiu521.org/comonterey



What if we need to strike in Monterey County?

Questions and Answers:

Q: *Can I be fired or disciplined for striking?*

A: You have the right to strike under California Law, assuming the Union has followed the legal procedure. It is illegal for an employer to threaten, intimidate, discriminate, or terminate any employee for exercising their right to engage in a protected strike. SEIU Local 521 will fight to ensure all our members' right to strike is protected.

Q: *Will I get paid if I go on strike?*

A: No. Workers are generally not eligible to receive unemployment for a strike activity. While Local 521 has a strike fund, that fund is only used to feed picketers and run the strike headquarters.

Q: *Can I use sick leave or vacation time?*

A: No. If you're on strike, you're not sick or on vacation.

Q: *What about health insurance?*

A: Once a contract expires, most terms of the contract remain in place until such time as the employer and Union agree to different terms or reach impasse and the employer imposes different terms.

Q: *What if I am on probation?*

A: We do not recommend probationary employees participate in the strike. As probation employee you are considered "at will". Therefore, we would recommend that you report to work as you normally would.

Q: *What if I am part of the "Essential Worker Agreement"?*

A: The County may go to court to require certain employees who the employer claims are "essential" to public safety and health to come to work. If they do so and they are successful, they would have to serve you with a court order to come to work in the event of the strike. Until you receive such an order, you should participate in the strike. SEIU 521 would defend in court the right of "essential" workers to participate in a strike.

Q: *How long would a strike last?*

A: Some strikes last only days, while some go on for months or even years. How long a strike lasts would depend entirely on how strong we are, how much the County is willing to budge and how long workers can hold out without pay or benefits.

Q: *Who has to go on strike? What if I cross the picket line?*

A: Local 521 can't force anyone to strike, or take action against those who do not. However, we are unlikely to have a successful strike if many workers cross the picket line. Therefore, we would ask all Local 521 workers who are NOT ON PROBATION to stay out.

Q: *What am I expected to do during a strike?*

A: If you vote to strike, you should be prepared to picket, march, rally, etc., every day until we get an agreement.