



Santa Cruz City Watchdog



www.seiu521.org

August 2011

831-824-9255

CITY BARGAINING UPDATE!

SEIU 521 and the City of Santa Cruz continue to bargain over what the City defines as the workers' "fair share" of economic concessions to help fix the current deficit. This fair share amounts to \$1.12 million. But at the same time, our bargaining team is being pressured into giving up on economic benefits that fix the City's "structural deficit."

What does this mean?

In a nutshell, the City is looking for us to give up our 5% cost-of-living increase (COLA) as part of the package of other benefits, which add up to what they say we owe.

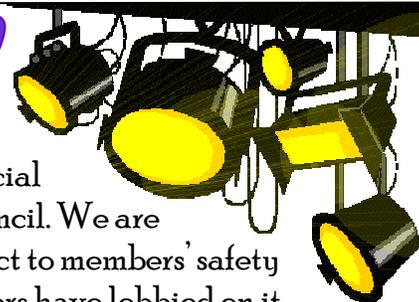
The tone of the contract talks is not one of good faith bargaining and we need to communicate to the City administrators and the City Council that we need to get back on track to the true meaning and spirit of negotiations. A petition will be circulated at your

worksites on this issue and we ask that you support your team at the table several times our bargaining team has reached the numbers the City has asked for, but they are told that they are not addressing the "structural deficit." This has become the new buzzword.

What happens next?

You as members of SEIU 521 will be polled by your bargaining team on what you are willing to sacrifice to avoid layoffs and the imposition of the last, best and final offer the City will present to us at the end of August. Are you willing to give up a COLA in order not to pay for other benefits, such as health insurance premiums or pension contributions? If not, how much are you willing to contribute out-of-pocket for these just mentioned items? What other economic benefits can be sacrificed, if any? Let your team members know!

CITY HIGHLIGHTS



City Temp Workers - What's next in our fight to keep temp workers in Social Security? The issue will be decided in the next few weeks by the City Council. We are recommending that they resume talks on this issue and the potential impact to members' safety net. It has been one year since this issue has been tossed about. Our members have lobbied on it and other unions and the community are adamantly opposed to it. The ball is in the City Council's court.

City Chapter Meeting - The next meeting has been changed to September 7th, 517 Mission St., 5:30pm.

Steward Training - Shop steward training has moved to SEIU Local 521 Santa Cruz office, 517 Mission St. The Voice of the Union and the Role of the Steward will be discussed on Thursday, August 18th 5:30 p.m. Please register online at www.seiu521.org or contact Sonia Laracuente at (831)824-9266.

SEIU LOCAL 521 BIENNIAL CONVENTION

October 7-9, 2011 — San Jose

Help set the course to rebuild our middle class!

What does a member-driven union mean? It means we, the members, help run SEIU Local 521. And every two years, we elect delegates to come together, review our progress and develop our priorities as a Local for the coming years.

For this upcoming convention to be held at the 521 San Jose union office, we need delegates who:

- Are creative thinkers who want to help build our union
- Like to have fun and get to know other member leaders
- Are not afraid to tackle big picture issues, like fighting for a fair economy that works for all middle class families – not just for big corporations and CEOs.

Is this you? Then you should attend the SEIU Local 521 biennial convention as a delegate!

This year a big focus will be on reshaping our economy to benefit everyone, not just a few. Working families are struggling now more than ever while million-dollar CEO pay packages just keep getting larger. How do we make things better?

Open Space Technology at Convention

Become a delegate to the 521 convention and bring your thoughtfulness, ideas and strategic thinking cap. You'll need them!

There will be no planned agenda, no pre-announced workshops, and no panel discussions. Instead, our convention uses Open Space Technology, a fluid, open process of holding a conference in which, based on the stated goals of the gathering, the participants create the agenda and lead the discussions on the topics that most interest them and for which they choose to be responsible. With Open Space, no one is in control. It's chaotic, productive, and fun. And everyone becomes each other's teacher and leader. The result of this process is a Book of Proceedings: a document which compiles all of the information and input from each Open Space Conversation that will guide the work to come.

Delegate Nominations Open July 25

Nomination forms and rules were sent to members' homes and are available for download at www.seiu521.org. To be a convention delegate or nominate a co-worker, please fill out the nomination form and return by mail, fax, or hand-delivery to your nearest union office.

The delegate nomination and election period runs from July 25 to Aug. 31. Check with your Chapter for specific dates of when nomination forms are due and whether an election will be scheduled.

"This is the time of fighting for a fair economy. Our 521 convention is an exciting opportunity to learn more about our union, network with other members, and help figure out how we can rebuild the middle class."

- Gwyn Harshaw, SEIU Local 521 President

