



KNOW THE FAQs

Here are the answers to frequently asked questions:

Question: What is the duration of the last member-ratified county contract?

Answer: The last member-ratified contract was from Oct. 25, 2004 to Oct. 30, 2011.

Question: Since Oct. 30, 2011, are SEIU Local 521 county members working under a contract?

Answer: Yes, but the contract was imposed and never accepted or ratified by Local 521 membership.

Question: If a decertification of SEIU Local 521 occurs, what impact will that have on my membership?

Answer: You will no longer be a member of SEIU Local 521 and not entitled to any current contractual rights, benefits, or grievance protections you have. If you were part of SEIU at the time the PERB charge was filed, you would still be part of any ruling ordered by PERB. However, if PERB orders SEIU and the County to work out a settlement within a certain timeframe, as they did with the Prosecutors, you will not be part of any settlement negotiated at the bargaining table.

Question: Can union staff represent members in criminal matters?

Answer: SEIU staff, Contract Enforcement Department, and labor attorneys can represent members in all matters related to county employment.

Question: Why aren't our attorneys pushing for a PERB Decision?

Answer: PERB has never responded well to public pressure. Our attorneys are very experienced and are doing everything that they believe will assist us in getting the best possible ruling.

Question: Can anything be done about the PERB backlog?

Answer: This would require a campaign to increase the number of judges. It may be possible but any change would come long after our case is settled.

Question: If the decert goes through, can we decertify and re-join SEIU?

Answer: It may be possible but the best solution is to not allow the decert to happen. The process would be very difficult and there would be no way for SEIU to bring the same resources.

Question: Why don't the C.O.'s have their own bargaining unit? Why do we have to be involved in the decert?

Answer: We are currently working on a unit modification to carve out members at the jail, allowing them to make an independent decision about representation. This may or may not succeed. We are stronger together and we must continue to make sure every SEIU member is represented fairly and equally.

Question: Why was there a contract vote for an offer less than 9%? Was there a push for a yes vote?

Answer: Our bargaining team wanted every member to have the chance to accept or reject the offer. Members should always have the right to vote on offers, even ones that the majority rejects.

Question: What does it take to be involved?

Answer: We're already involved; we are the union. If only a few of us work for change, we get whatever our bosses give us. If we organize, talk to co-workers and donate to COPE, we can have a huge impact. Talk to a steward or organizer for more information.



Fresno/Modesto 2015 Steward Trainings

TRAINING CLASS	FRESNO SEIU office 5228 E. Pine Ave. (between McKinley and Peach)	MODESTO Stanislaus Co. Dept. of Agriculture, Harvest Hall West, 3800 Cornucopia Way
MODULE 1 "Role of the Steward in an Organizing Union"	COMBINED TRAINING Sat., Jan. 24 Sat., April 18 9 a.m.- 3 p.m.	Thurs., Feb. 12., 5:30-8:30 p.m.
MODULE 2 "Steward as Voice of the Union"		Thurs., Feb. 19 5:30-8:30 p.m.
MODULE 3 "Investigating Workplace Problems"		Thurs., March 12 5:30-8:30 p.m.
MODULE 4 "The Steward and Discipline"	COMBINED TRAINING Sat., Feb. 21 Sat., May 16 9 a.m.- 3 p.m.	Sat., March 21 10 a.m. - 2 p.m.
MODULE 5 "Meeting With the Boss"		Thurs., April 16 5:30-8:30 p.m.

See back for workshop descriptions.

- Shop Stewards attending all five modules will become Certified Shop Stewards.
- Lunch or dinner will be provided for trainings.
- Please confirm your attendance at (559) 447-2560.
- A minimum number of participants must be signed up a week in advance, or training will be canceled.

Sign up on our website, www.seiu521.org. Click on 'Steward Trainings', then complete and submit the online form.

You can also sign up by calling the Local 521 office at
(559) 447-2560.