

## MONTEREY COUNTY MEMBERS SAVE JOBS, \$4.7 MILLION IN RESOURCES

Monterey County members helped save the grand majority of SEIU jobs that were slated for layoffs during contract negotiations – *and* are helping to save an additional \$4.7 million in County resources.

### SAVING JOBS

Originally, about 97 SEIU positions were slated for layoffs when negotiations began.

Members worked hard to present cost-savings ideas to protect jobs and services, including consolidating human resources departments and reducing contracting for services.

Employees reached a contract agreement with the County that was approved by the Board of Supervisors on July 12. Two weeks later the Board voted to restore about 91 positions slated for layoffs.

We now have only a few job losses due to structural changes beyond our control.

We are still working to find positions for every worker, including the ones whose positions were cut for lack of work.



"Contract negotiations were a real battle, but with the support of the members, and with the grit and determination of my peer negotiators we negotiated a deal that minimized the layoffs and has sparked the centralization of HR,"

**Diego Quevedo, Vice President Unit K.**

### SAVING \$4.7 MILLION IN HR CONSOLIDATION

During negotiations, members also pushed for consolidating human resources departments as a cost-savings measure. In a big victory for all, the Board approved consolidating HR departments on July 26, which will save \$4.7 million over the next three years.

Gregg McWilliams, Bargaining Team members from Unit J, was part of a Board of Supervisors design team that sought more efficient disciplinary procedures for the County. The team strongly advocated for the consolidation of HR.



"The reason was to save money. We were out of whack with the surrounding area. Recentralizing HR departments will offer cost savings and improved efficiency. We're excited about it."

**Gregg McWilliams, Bargaining Team**

They found that having different HR departments was expensive and created different standards for employees, which hampered performance management. Consolidating HR departments is expected to create a uniform progressive discipline process, which will help squash worksite problems before they become grievances.

"It's part of a refreshed approach to progressive discipline," Gregg said. "We could apply one uniform standard through the entire County. So one department doesn't fire you for being late, while another department doesn't pay attention to it."

## SEIU LOCAL 521 BIENNIAL CONVENTION

**October 7-9, 2011 — San Jose**

*Help set the course to rebuild our middle class!*

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 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! Visit [www.seiu521.org](http://www.seiu521.org) for rules and nomination forms.***

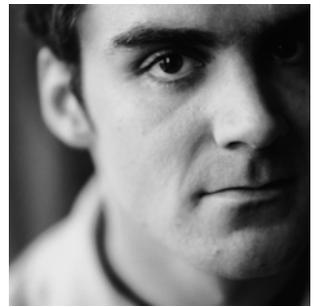
This year a big focus will be on reshaping our economy to benefit everyone, not just a few. Working families are struggling now more than ever while million-dollar CEO pay packages just keep getting larger. How do we make things better?

### **Delegate Nominations Are Still Open**

The deadline for all nomination forms for Monterey County members in all units is **Thursday, August 25th.**

If necessary, an election meeting will be held on August 31st to determine who will be chosen as a delegate for Monterey County.

# Families Want To Know...



## Where Are The Jobs?

Unemployment. Foreclosures. Economy crash.

Families everywhere are struggling, and Congress is too busy playing politics instead of getting people back to work. Many of us have been jobless for months or even years.

It's time for congressional representatives to hear our message:

**"Our community, family members, and friends need jobs now."**

Do you have a personal story about unemployment?

Know someone hit hard by the economy?

**Come to a town hall meeting with Rep. Sam Farr (D-Carmel)**

**When: Monday, August 29th from 6:30 p.m. to 8:00 p.m.**

**Where: Salinas City Hall Rotunda, 200 Lincoln Avenue, Salinas**

Tell your story.

Tell your representative to create jobs for our community.

## Does Your Phone Have Text Messaging?

### Start Getting 521 Updates!

Get text alerts about breaking news, important events, and key issues where your voice can make a critical difference for workers. Be the first in the loop for important local actions, candidates that we endorse, etc.

#### THREE ways to sign up:

- ⇒ To receive SEIU 521 Alerts, simply text: **521** to **787753**. That's all you have to do; you'll be subscribed automatically.
- ⇒ Visit [www.seiu521.org](http://www.seiu521.org) to sign up online.
- ⇒ Fill out the form below and turn it into a 521 union office or a Worksite Organizer.



**YES! Sign me up to receive SEIU 521 ALERTS!**

FIRST NAME

LAST NAME

CELL PHONE NUMBER

#### NOTES:

1. Signing up for the service is free; however, standard text messages rates may apply, depending on your wireless carrier and service plan. Check with your carrier if you have questions about your plan and costs. Most phone plans have a cost associated with receiving text messages, either as part of a bundled plan or at pennies per text.
2. We can send text messages to all carriers except Cricket and MetroPCS. We are working to add those carriers.
3. To instantly be removed, you can send the text message **STOP** to **787753**.