

County must pay back wages!



PERB Rules Tulare County Broke Promises to SEIU Local 521 Members

The PERB Board ruled in our favor and ordered the county to “make whole” workers who were denied flex promotions and merit step increases that they promised. For the people affected, this means the county must:

- **Fulfill their promises**
- **Grant the promotions and pay increases**
- **Pay us back with 7% interest accrued from August of 2011.**

“This is a tremendous victory for workers and SEIU members in Tulare County. It is a proud day when PERB agrees that the county must honor its contractual promises.”

– Greg Gomez, Tulare County Chapter President

During the recession, the county asked us to help and we did, saving the county millions. In exchange, the county promised we would start to receive flex promotions and a wage increase on a certain date in the future. Then the county didn't follow the contract. Read more on Facebook at: [fb.com/SEIU521Tulare](https://www.facebook.com/SEIU521Tulare)

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TULARE PERB FAQ



1) Is this PERB decision final?

The county still has an opportunity to appeal and challenge the PERB decision. We hope it won't because workers have already waited long enough for justice to be served. If the county does appeal, we believe it is unlikely this PERB ruling will be reversed.

2) What does this decision mean for me?

A) To help the county get through the recession, SEIU Local 521 members agreed in the August 1, 2009 - July 31, 2011 contract to freeze "flex promotions" (aka, promotions to a higher classification in a flexibly-allocated classification) for two years. The PERB Board ruled: If between August 1, 2009 and July 31, 2011 you would have been entitled to a "flex promotion," then in the first payroll period in August 2011, the county was required to place you in the step of the classification you would have been if the two-year freeze had not occurred. Because the county failed to do so, it owes you back wages, with interest.

B) The August 1, 2009-July 31, 2011 contract also froze merit increases for two years. The PERB Board ruled: If between August 1, 2009 and July 31, 2011 you would have been entitled to receive a merit increase, then in the first payroll period in August 2011, the county was required to place you at the step in the salary range you would have been if the two-year freeze had not occurred. Because the county failed to do so, it owes you back wages, with interest.

3) How do I know if I'm owed money?

See answer to #2. We will be asking the county for a report that includes the names of all employees affected.

4) How much money does this mean I'll get?

The county must produce data and then we can determine how much employees are owed. There will be membership/worksite meetings in the coming weeks. Stay tuned!

5) When can we expect to see money?

Since the county could try to challenge PERB's order, we don't know yet when the county will give us our money back.

6) What should I do now?

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