



SEIU Local 521
United for Quality Jobs and Quality Public Services

REGIONAL VICE PRESIDENT'S REPORT

Regions 3 & 4—June 2015

Alysia Bonner



Fresno County:

- Fresno County members have been meeting with the Board of Supervisors and speaking during public comment during Board of Supervisors meetings urging the Board to reach a mutual agreement on a fair and just contract. Members are becoming actively engaged in the contract campaign, attending unity breaks across the County and signing up to be CATS to keep their coworkers informed of the progress of negotiations. Fresno County has reached a tentative agreement on a 3 year contract which restores the 9% wage cut imposed in 2011. Members will be voting on the agreement throughout the month of June.
- BU4 Eligibility Workers and Job Specialists are continuing to meet on workload issues. Meet and Confers are scheduled as new policies are identified and the next Meet and Confer is on June 12th.
- More and more employees are becoming active from the library. We have recruited an average of 2 new leaders/activists each month. This is great movement! The library employees are showing more unity and participating in unity breaks more often.
- At Public Guardian, workers are unifying to address work site resources concerns. They are meeting in the near future to strategize on how to escalate their concerns to the Board of Supervisors.
- In the Public Defender's office workers are starting to be more unified and are meeting as a unit to address worksite issues. They are looking into working with their Director to develop a career path for their department.
- JJC leaders, along with SEIU staff, have been doing site visits and recently did a walk through on the graveyard shift; leadership showed support for the non-traditional shifts/members. There was an overwhelmingly good response from the workers.

Fresno Superior Courts:

- Chapter leaders have been engaged in a Meet and Confer on a side letter agreement with Mediators on Personal Time Off/Attendance. Implementation has been postponed pending the outcome of the meet and confer.

Caucus Updates:

- The **APALA Caucus** has again had a successful Heritage Month Celebration and again has increased membership attendance.
- The **Lavender Caucus** is again participating in the Community by being a part of the educational/informational booths at the Gay/Pride parade/event.
- The **Native American Caucus** is currently finalizing their Logo and Banner to be used in future events for the local and membership and the group is currently recruiting new members.

First Student:

- First student has begun "unleashing their power!" They were successful in planning and executing a worksite action/rally. Members planned and ran the entire event from start to finish. They have also elected their bargaining team and will be going into bargaining within the coming months.

Stanislaus County:

- Negotiations for the Social Worker 5 position have completed and implementation of the classification will begin in July 2015. This class was created to address the retention and recruitment of experienced master level social workers in Child welfare. Currently the leadership is in discussion with other departments that utilize Master level Social Workers to utilize this new position. The membership is set to get back the last 1% that was removed as a result of the economic downturn in July 2015.

Tuolumne County:

- During the last three months the membership signed off on a 6 month extension that provides them with a 2% increase so that the County can complete a classification study. Additionally, the membership helped assist two of their co-workers that were wrongfully targeted by upper management.

Salida Union School District—Headstart:

- The membership is dealing with more stringent interpretation of the rules governing Head Start. As management is also not in agreement with the new ideas, we are working together with them on this topic.

Golden Valley Health Center

- The membership ratified a 3.5% COLA and a range increase of 6% to maximum pay. Negotiations for the 25 new bargaining unit members continues. We are nearing the end of negotiations that would result in 25 Behavioral Health workers joining the Union after voting to in January 2015.

Riverdale Joint Unified School District

- We have been involved in the LCFF Local Control Funding Formula. We have met with the Jeff Purcell the Interim Superintendent. We have made suggestions and recommendations regarding the effects that the current funding will have on all of our classified workers. I have been discussing this process at just about every chapter meeting for the last year and Purcell has come to 2 chapter meetings to discuss in depth the process. We recently sunshine our proposals for the 2015-2018 school years which included reopeners for the final two years of the contract. We expect to begin bargaining towards the end of July and this will be a long process due to the limited experience that Purcell has.

Fresno Unified Classified Workers

- We have just sunshine our reopener proposals for the 15/16 school year. Believe that when bargaining starts it will be done in a couple of sessions but as is usual the district always meets with the teachers first. We met with the Districts LCFF person to discuss the needs of the members and how moneys should be spent where additional dollars could actually help the different departments. Training has been lacking in the district for some departments (gardening and custodial) which happen to be under the same director who we are finally getting a reasonable relationship with. We continue to have issues regarding promotions where different ethnicities accuse the others of being favorites in most cases. I have found out that our members do not interview very well and we are currently trying to figure out a way to help the members with that process. As a rule there will be 10-15 members applying for 1 job so we have quite a few people who are upset. We have no layoffs or bumping this upcoming year for classified workers so far.

FASTA

- We just sunshine the reopener proposals and like the classified we expect negotiations to be very quick. We had the districts LCFF person at a chapter meeting and she left with some good ideas from our subs that have been taken to the school board. Substitute Teachers are a big part of the learning process and I continue to talk to board members and the Superintendent on investing in substitutes by paying them better and respecting them for the job that they do. I am very proud to say that during our last contract negotiations I was able to get added to the contract Substitute Teachers recognition day which takes place in November.

CCLS

- One year contract extension, April 30th 2016.

Madera County

- 5% salary increase first year, wage & health care reopeners for 2016 & 2017.

Mariposa Courts

- One time bonus of \$1,200 per member for 2013, reopener for wages 2014, which members received 4% increase for PERS swap. Expiration Oct. 31st 2015.

Mariposa County

- 19% increase across the BU, of which 11% over 3 years(5-3-3) salary increase, and 8% for PERS swap. Expiration Oct. 31st 2017.

Fresno Housing Authorities

- 2014, 1.44% salary increase with 1% PERS swap. 2015/16, which 3.2% salary increase & 1% PERS swap for 2015. 1.04% salary increase and 1% PERS swap for 2016. Expiration Oct. 31st 2016.

Madera County Head Start

- Currently in negotiations.

**If you would like to add anything to the region report,
please contact Alysia Bonner at lavonbonner@yahoo.com**