Happy Holidays to You!
The Fresno Area Leadership team wishes everyone a safe and happy holiday season.

Board of Supervisors Approve Increase to Employer Healthcare Contribution

At the December 5 Board of Supervisors meeting, the Board voted 4—1 to approve an increase to the employee’s healthcare premiums. The increase will be effective the pay period beginning on December 19, 2016 which coincides with the implementation of the 2017 healthcare rates. Be sure to check you paychecks to make sure that the increase has been included. Healthcare costs are on the rise, your Health Benefits Advisory Committee will be meeting with the County throughout the year to talk about how we can design wellness programs that benefit workers and continue to improve our health plans.

NEW GRIEVANCE PROCEDURE PASSES!

Effective December 19, 2016

Highlights of Updated Procedure:
The informal resolution step is now a formal part of the grievance procedure which encourages the employee and immediate supervisor to resolve issues at the lowest level possible.

Step 2 Grievances (Departmental Review) will now be reviewed by the Department Head instead of a Department Liaison along with clarification of steps to be taken during the grievance meeting.

Consistent Timelines Established:
We now have consistent timelines across the bargaining units of ten (10) working days to initiate a grievance, moving a grievance to the next step, and responses from the Employer.
SEIU Local 521 means it when we say: 
Community First!

In the spirit of the holidays, many of our members are leading donation drives, proving that we mean it when we say: “Community First.” Do you have coats, scarves, gloves or toiletries to give away? Stop by the union office in Fresno at 5228 E. Pine Ave. or call (559) 447-2560 to find out how you can help.

Our APALA Caucus Members donated 30 jackets to disadvantaged children at Greenberg Elementary School

Our Women and Latino Caucus Members purchased gifts for ten women and ten children adopted through the Holy Cross Women’s Day Shelter.

We come from a wide variety of cultural backgrounds, and our caucuses are a great opportunity for members to get involved in the community and become activists for the issues we all care about. And we give back to our communities.

Join one of our awesome groups:
http://www.seiu521.org/caucus

Hats Off to our Member Political Organizers!

Rogenia Cox and Alysia Bonner along with hundreds of other member Political Organizers across the country, are stepping up. They are having conversations with union members about the important issues that impact our communities.
GET INVOLVED!
JOIN US
at the next membership meeting
General Membership and
Executive Board Meeting

Tuesday, January 10
6-8 p.m. Meeting

5:30 p.m. Dinner
Union Office
5228 E. Pine Ave., Fresno
Please RSVP at (559) 447-2579

Welcome to Our Newest Chapter Leaders

Lorenzo Lambaren
Unit 4 Job Specialist
Division Vice President
Main Campus

Ruth Aliser
Unit 4 Certified Shop Steward
Reedley Regional Center

Denise Holland
Unit 4 Certified Shop Steward
E Street

Joy Hall-Villareal
Unit 12 Certified Shop Steward
Fulton Bldg.

Sandra Aubrey-Rivas
Unit 4 Certified Shop Steward
Reedley Regional Center

Future Meetings:
2nd Tuesday of every quarter
April 11 | July 11 | Oct. 10

What’s going on in your Workplace?
Take the survey online at: http://521.seiu.org/FCDSS
Tell your union what’s happening in your workplace. Together we can take action to protect our work, our jobs and the services that we provide.
Please submit survey no later than Friday, December 23, 2016

1. Do you feel undue stress at work? □ YES □ NO
   If yes, what is causing the stress? Please explain:

2. Do you feel valued as an employee in your department? □ YES □ NO
   Please describe:

3. Have you been a target of workplace bullying? □ YES □ NO
   Please provide details, be as detailed as possible:

4. Have you reported the bullying/harassment to your employer? □ YES □ NO
   If yes, what occurred as a result of the complaint, please explain:

Join One of Our Caucuses/Committees

• AFRAM—2nd Thursday
• APALA—3rd Tuesday
• Latino—1st Wednesday
• Lavender—3rd Thursday
• Native American—3rd Monday
• PWD—2nd Wednesday
• Retirees—1st Wednesday (10 a.m.)
• SEJ—2nd Monday
• Women’s—1st Monday
• COPE—3rd Wednesday

All meetings are held at the union office at:
5228 E. Pine Ave., Fresno
5:30 p.m. dinner, 6 p.m. meeting

Please RSVP your attendance at (559) 447-2579.
SEIU Local 521 All Fresno Caucuses

END OF THE YEAR EVENT
FREE EVENT
for all SEIU 521 members and their family

Saturday, Dec. 17
5:30 - 8:30 p.m.
SEIU Local 521
5228 E. Pine Ave., Fresno

Santa Claus will be here!

FOOD
Please RSVP for food count
at (559) 447-2579
to ensure there is enough food for everyone.

Bring a dessert to share (optional)

► Visit your chapter web page frequently: www.seiu521.org/cofresno
► Like us on Facebook: www.facebook.com/SEIU521
► Or, simply text 521 to 787753 to subscribe to text alerts.
   (Standard text message rates may apply.)