Wage Restoration: All SEIU Represented Workers Receiving 2.5% Increase Effective July 3, 2017:

Two and a half years ago, members of the Fresno County Chapter stood united in their call for restoration of the 9% wage cut imposed on workers by the County. Workers called on the Board of Supervisors to provide livable wages and benefits for all SEIU workers who faced economic hardship due to the drastic cuts in pay. These same workers continued to serve their communities while trying to balance their own budgets.

It was only through the work of members like you that we finally reached the end of the long road to restoration, with all workers receiving a salary increase of 2.5% effective July 3. This is what it means to have member power. It was through standing together in our Unity Breaks, lobbying of our Board Members, calls and petitions that we won a contract that begins to help workers recover.

The fight is not over. While you should be proud of this victory, we know that the power of the union is the voice of the membership. As we begin to prepare for our 2018 negotiations, we will need the strength of all of us to win an even stronger contract. Winning a strong contract begins with YOU! Talk to your Worksite Steward or Organizer today about joining the Bargaining Team or being a Contract Action Team member (CAT).

The Path Forward: Together We Rise, Discussing Member Priorities with County Supervisors Nathan Magsig and Sal Quintero

Over the last few months, our Fresno County leaders have been meeting with the County Board of Supervisors and Labor Relations to discuss our members’ priorities leading into the 2018 Contract Negotiations. Our conversations have continued to focus on affordable healthcare, livable wages that are comparable to surrounding counties, and an attractive benefits package that recognizes the highly skilled workforce that serves our communities. We have requested that the County conduct a Total Compensation Study for all SEIU represented classifications prior to negotiations as a way to address the issue of recruitment and retention in Fresno County. These conversations have already resulted in wage increases for some classifications including Licensed Mental Health Clinicians, Psychologists, and Account Clerks. Step by step we are winning for working people in Fresno County by standing together, and exercising our voice. When we make the case for investing in quality public services, we win.
Proposed Changes in Healthcare: Here’s What You Need to Know

On Tuesday, June 20, SEIU members held a meeting with County Labor Relations and Healthcare Broker Keenan & Associates to discuss the proposed changes in health plans from an HMO model to an EPO model. This was our opportunity to ask questions about how these changes would impact workers and our families. Discussions on these changes are still happening with the Health Benefits Advisory Committee, workers from each Fresno County Bargaining Unit who are appointed to represent the interest of workers. The HBAC will be making a recommendation on the proposed change at an upcoming meeting. Please note any changes will be for the Plan Year 2018 – there will be no midyear plan changes.

What is an EPO Plan?
EPO Stands for “Exclusive Provider Organization” plan. As a member of an EPO, you must use the doctors and hospitals within the EPO network. Out-of-network coverage will be the same as offered with the current Anthem HMO, which is that out-of-network care is not covered except in the case of emergency. In case of an emergency, you should seek care at the nearest emergency room whether in or out of network.

How does an EPO Plan differ from an HMO Plan?
With an HMO Plan, all care is coordinated through your primary care provider. An EPO Plan provides the flexibility of a PPO Plan with the cost savings of HMO Plans. You are not required to have a primary care physician (although it is still a good idea) and you don’t need referrals to see a specialist. You are still responsible for paying your deductible, copayment, and any coinsurance.

Am I guaranteed to keep my current doctor if I elect to change to an EPO Plan?
For this particular EPO plan, the network of doctors will be the same as the current PPO Plan offered under Anthem. Members are free to select their own primary care and specialty care services just like under the current Anthem PPO plan. The EPO network will include 99% of the doctors currently in the HMO network. You can search the network by going to the following link: https://www.anthem.com/ca/health-insurance/provider-directory/searchcriteria

Welcome New Internal Worksite Organizer: Elizabeth Camarena

Elizabeth will be working with the Social Workers, Behavioral Health and Public Health Members!

Hello SEIU 521 members! My name is Elizabeth Camarena and I am ecstatic to say that two years after leaving SEIU 521 Region 5 (Kern County), I am back at Local 521 ready to build our membership as an Internal Worksite Organizer for Regions 3 and 4.

I’m hoping that my 15+ years of experience as an organizer and labor representative will bring positive changes to our worksites and the communities we serve. I’m a Fresno native with a background working at Fresno County’s Public Health Department, the Marjaree Mason Center, Fresno Barrios Unidos, California Partnership and various unions. I graduated from Edison High School and received a Business Administration degree from California State University, Fresno.

I truly enjoy being a union labor representative and I’m excited and honored to come home to the Fresno area. I’m looking forward to meeting with you all and continue the work of building our union.

Together we can!

~Elizabeth (Liz) Camarena
Get Involved!
Are you Part of Your Department’s Safety Committee?

Each department has a safety committee to promote safety and health in the workplace. Fresno County departments are directed to maintain an effective injury and illness prevention program in accordance with Article 12 of our union contract. We also have the right to have two Union members to serve on the department safety committee in order to ensure that workers are able to work in a safe manner and there are safety policies in place. We are currently recruiting members to serve on these committees and ensure workers are kept safe.

If you are interested in being part of the safety committee, please let your Department Head know or contact your Internal Worksite Organizer to get connected.

Remember: Safety begins with all of us!

For Your Information: 2017 Retirement Rates

<table>
<thead>
<tr>
<th>Employee Rates</th>
<th>Effective July 1, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Tier I</td>
<td>9.99%</td>
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<tr>
<td>General Tier II</td>
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<tr>
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<tr>
<td>General Tier IV</td>
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<tr>
<td>Safety Tier V</td>
<td>12.03%</td>
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General Membership
Tuesday, July 11
6-8 p.m.
Union Office—5228 E. Pine Ave., Fresno

Future Meeting: Oct. 10
2nd Tuesday of every quarter

Please RSVP your attendance at (559) 447-2579

LEADERSHIP
ELECTION TIMELINE

Notice of Nominations: June 26—July 9
Nomination Period: July 10—July 21 at 6 p.m.
Nominee’s Acceptance and Statements Due: July 31 at 5 p.m.
Voting: August 7—August 18
Voting dates, times, and locations will be posted.

Contract Enforcement
Department is HERE FOR YOU!

Contract Questions? Discipline? Need to file a grievance?

Call Rachel Tudor,
Contract Enforcement Specialist Assistant
at (559) 447-2560 from 9 a.m.-4 p.m.
It’s time to step up and plan the future

We’ve had a lot of success with the San Joaquin Valley Insurance Authority (SJ VIA) over the past few years. The Board is now on the brink of implementing plan changes and new programs. We need more members involved to get the best possible plan.

Despite the positive changes, workers are still struggling with access and affordability. Because of our work, Fresno County recently increased their contribution to our healthcare which helped cushion increases, but we know that our co-workers are still taking minimal coverage based on cost, and not on the care they need.

As we move forward into the new plan year, we hope that the savings generated from the proposed plan change will be reinvested to lower costs even further in the future by implementing data-driven wellness programs, stabilizing SJ VIA reserves, and reducing out-of-pocket costs for workers so they are getting care at the first signs of illness or injury.

We need to come together to urge the SJ VIA Board to put more focus on designing data-driven Wellness Programs that include aggressive outreach and education to workers about plan utilization and accessing the right care at the right time.