



THE WORKERS' VOICE

SANTA CLARA COUNTY CHAPTER NEWSLETTER



NO THANKS!

Our Contract Negotiators believe we should not be negotiating with so many UNKNOWNNS at this time. With the federal government threatening the Affordable Care Act and federal funding to our sanctuary county, we believe the county's priority should be preserving quality services that put our community first.

On June 20, member leaders and negotiators came to the Board of Supervisors meeting to voice their concerns from the membership. The Board heard the overwhelming concerns from our leaders and agreed that they would have further discussions regarding our health care reopener in closed session.

Let's continue to remind the County that we need to focus on putting our community first!

Get involved! Become a Contract Action Team member (CAT) for the benefits reopener.

Interested in becoming a CAT? Visit SEIU 521 website to download CAT sign-up form:

<http://521.seiu.org/SCCATform>



Members and Negotiators in attendance at the Board of Supervisors meeting – June 20, 2017.

← Andrew Crockett (Accountant Auditor Appraiser) addressing the Board.



Retirement Security For All!

Written by Santa Clara County Chapter Deputy Chair **Mullissa Willette**, Exemption Investigator (Office of the Assessor)



In a state where more than 1 in 5 seniors lives in poverty, our government should be able to provide options for people to lift themselves up. As a county worker, I am proud our public hospital turns no one away and our 9-1-1 dispatchers answer life-and-death calls. These are good government jobs, and cities, counties and states can do much more to push the private sector to do better for its employees. Some 7.5 million California workers (57

percent) of private-sector workers work for an employer that does not offer a retirement plan. Of those, over 2/3 (almost 5 million) are people of color; more than 3.5 million are Latino. One in two female workers in California between the ages of 18-64 is not covered by workplace retirement savings plans.

Last year, SEIU members lobbied relentlessly to pass AB1234, the California Secure Choice Retirement Savings Program, because we believe people who work hard should be able to live their retirement years without choosing between healthy meals and medicine. Gov. Jerry Brown signed the legislation into law on Sept. 29, 2016. But the work isn't over; each month the Secure Choice Investment Board meets to make decisions on the administration of the program and we have to hold the Board accountable.

If you would like to attend a Secure Choice Investment Board meeting, email mullissa@gmail.com. The next meeting is July 24, 2017.

Santa Clara County Chapter – 2017 Meetings

COMBINED LEADERSHIP COUNCIL /
GENERAL MEMBERSHIP MEETINGS

GENERAL MEMBERSHIP MEETINGS

Jan. 19

Mar. 16

May 18

July 20

Sept. 21

Nov. 16

Feb. 16

Apr. 20

June 15

Aug. 17

Oct. 19

Dec. 21

Meeting begins at 6 p.m., ends at 8 p.m. unless members vote to extend meeting.

Meetings will be held on the third Thursday of each month
at the SEIU 521 Union Office (2302 Zanker Road, San Jose) unless otherwise announced.

Administrative, Professional, and Technical (APT) Unit Realignments

Written by Chief Steward / APT Negotiator

Trevor Gillis, Criminalist III (Office of the District Attorney)



UPDATE: During contract negotiations in 2015, the Administrative, Professional, and Technical Bargaining Unit and the County mutually recognized there was not enough money to adequately realign the pay of all classifications that were underpaid when compared to their peers; therefore, we agreed in a side letter to another round of realignments in 2016.

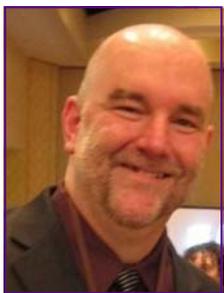
Realignment negotiations began as scheduled last

September. Presentations of 38 classifications, covering over 850 workers, were well prepared and gave compelling, logical, and well reasoned arguments that the County has found difficult to counter. Nevertheless, the County has dragged its feet, limited its availability, canceled scheduled negotiations, and presented absurd wage comparisons which call into question the competency of the County's Employee Services Agency.

Meanwhile, public services are suffering because we can't recruit and retain qualified professionals when they're not offered a competitive wage. In spite of workers, managers, and department heads begging for meaningful realignments to solve the problems, the County hasn't demonstrated any urgency to find a solution.

Suicide and Crisis Services Employees Fight for Stability

Written by Charles Serface, Community Worker
(Behavior Health Services Department)



In June 2015, County upper management announced that it would not renew dependent contracts due to legal issues involving PERS retirement benefits. Suicide and Crisis Services (SACS), a department within Integrated Behavioral Health Services, had been using dependent contractors to staff overnight shifts since 1992. Contractors then became Extra-Help Community Workers.

However, extra-help workers have a 1040-hour annual limit, and SACS struggled to meet staffing needs after upper management denied requests for hourly extensions and counselors were forced into

reduced schedules to avoid depleting their hours. Additionally, if inactive for at least two consecutive pay periods, they faced termination. Upper management continued to deny extensions, and SACS ran on thin ice.

Over the next year, upper management continued to neglect the issue, hours were once again cut back, and SEIU 521 arranged meetings with Toni Tullys, Director of Integrated Behavioral Health Services, and Rene Santiago, Deputy County Executive, to seek permanent staffing and stability to SACS.

Both Tullys and Santiago have stated their support and agree that SACS needs permanent, coded positions. But because SACS is not the only department that has been impacted by losing dependent contractors, an independent evaluator must provide unbiased data that will help with assigning coded positions throughout the division. Now SACS is waiting, but we will pursue the matter until we reach a long-lasting resolution.

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informed



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