



NOTICE OF UNFAIR LABOR PRACTICE (ULP) STRIKE AUTHORIZATION VOTE / EDUCATION



Over the past few months, members have voiced their priorities in our negotiations:

1. Santa Clara County Must Work for Everyone, Not Just the Wealthy Few

- a. Working together for workers and our community to have accessible and affordable housing and child care is essential.

2. Santa Clara County Workers and Residents Deserve Dignity and Respect

- a. Fixing our broken realignment process, providing fair compensation to people with valuable language skills, and providing a path to permanent employment for part-time and temporary workers.
- b. Hostile and bullying environments are not conducive to respectful workplaces. When we aren't treated with respect, it impacts our morale and our ability to provide quality services to our Santa Clara County community.
- c. Unreasonable workloads impact us every day; excessive overtime wastes money and burns people out, and disciplining people with excessive caseloads is unfairly punitive. Without enough staff to provide critical services to our community, County residents suffer. For Santa Clara County to work for everyone, we need adequate staffing.

- d. Hiring practices in the County are not consistent nor ensure fairness for employees. We need to have more efficient and effective hiring practices that protect workers and provide everyone an equal opportunity without bias.
- e. Due to the rising cost of living, the ability to retire with dignity is more important than ever for County workers.

3. Santa Clara County Can Do More To Balance the Scales for Working People

- a. We aim to work together as equals to make Santa Clara County a thriving community filled with opportunity for everyone. But overreach and abuse of power by County management that violates the Meyers-Milias-Brown Act or our contract is not acceptable. No management has the authority to ignore or supersede the law and any abuse of power requires us to stand up and fight back.
- b. Expensive contractors come and go in the County to the tune of millions—yet when things go wrong, it is SEIU 521 members who come behind them to fix what they left unfinished or did wrong from the start.
- c. All workers deserve wages that will allow them to live and work with their families in our county.

As of July 25, the County of Santa Clara has violated it's obligation to bargain over issues that are directly related to our priorities:

1. County unilateral changes to release time for Roads and Airports Department Leaders and retaliation for protected union activity
2. Department of Family and Children's Services failure to meet and confer on re-organization which impacts workers caseload, client safety and working conditions
3. Unilateral imposition of Reclassification Study of Social Worker Coordinator I/II
4. Unilateral changes for HSR's at Santa Clara Valley Medical Center
5. Denial of release time for Union leaders across the County and the County's continuing failure to respond to our requests
6. The County's failure to notice and meet and confer with our Union on various add/delete positions across county departments. Failure to provide relevant and necessary information related to current negotiations and failure to bargain in good faith with limited movement.
7. The County has failed to provide a safe environment

for workers at the Department of Family and Children Services (DFCS) Receiving, Assessment and Intake Center (RAIC) where children are inadequately housed until placement is found and small children and workers are subjected to physical harm.

The County continues to violate our contract (Memorandum of Agreement) and the Meyers-Milias-Brown Act which mandates the employer bargain in good faith on any changes in wages, hours and working conditions. For these reasons, we must take action collectively. We can no longer wait for the County to talk about just culture and mutual respect—we must demand respect and dignity now. Workers will no longer be silenced by the County's blatant disregard for our contract, our workers and our community which relies on our services.

As of July 25, 2019, our SEIU 521 Negotiating Team has authorized to call an Unfair Labor Practice Strike Vote. Members Only will be able to vote for this strike authorization in accordance with our Santa Clara County Chapter Bylaws. Voting will be August 5 through August 23, 5 p.m.

(see next two pages for dates, times and locations ➔)

OUR CONTRACT IS ONLY AS STRONG AS OUR MEMBERSHIP - UNITED WE STAND!



"After 24 bargaining sessions with the County, we are now closer to an agreement. It's time our members decide on our next steps to win a contract that lifts up our workers and improves our ability to serve our community with adequate staffing. We don't want to strike, but we will—For Our Families, For Our Community, for #OurSantaClara".

– President Janet Diaz, Santa Clara County Chapter



IT'S TIME TO STAND UNITED AND FIGHT BACK! ATTEND OUR STRIKE SCHOOL

- Find out what a ULP strike means
- How we must prepare
- What it will take to require the County to bargain and win a contract that provides dignity and respect for our SEIU 521 members
- Learn about your legal rights when striking. Attorneys will be present to answer your questions.

#3 STRIKE SCHOOL

SATURDAY, AUGUST 10, 9-11:30 AM

SEIU Local 521 Office (2302 Zanker Road, San Jose)

#4 STRIKE SCHOOL

TUESDAY, AUGUST 20, 6-8 PM

SEIU Local 521 Office

RSVP now to save your seat: SanJose.RSVP@SEIU521.org or via the MemberLink (event page). Are you in?

2019 CONTRACT NEGOTIATIONS ~ STRIKE AUTHORIZATION VOTE

Only members can vote—proxy voting is not allowed.
Please plan on attending one of these voting locations to cast your ballot.

VOTING DATES / TIMES/ LOCATIONS

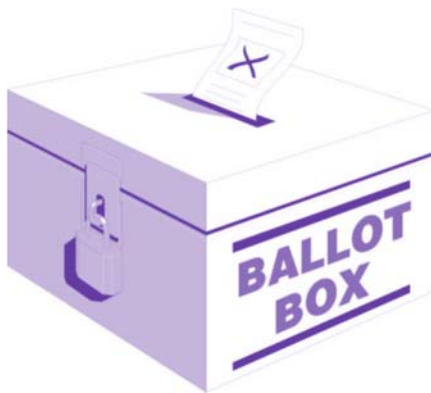
DATE	TIME	LOCATION	ADDRESS	ROOM
MONDAY, AUGUST 5	6 - 8 AM	Santa Clara County Sheriff's Department	55 W. Younger Avenue San Jose	Sheriff Auditorium
MONDAY, AUGUST 5	11 AM - 1 PM	Department of Child Support Services	880 Ridder Park Drive San Jose	Main Auditorium
TUESDAY, AUGUST 6	7 - 9 AM 3 - 6 PM	St. Louise Regional Hospital	9400 No Name Uno Gilroy	Cafeteria Area
TUESDAY, AUGUST 6	7 - 9 AM* 3 - 6 PM**	O'Connor Hospital	2105 Forest Avenue San Jose	*Rosalie Rendu Room **Cafeteria
WEDNESDAY, AUGUST 7	11:30 AM - 1 PM	Valley Health Center (East Valley)	1993 McKee Road San Jose	Public Health Conference room
WEDNESDAY, AUGUST 7	11:30 AM - 1:30 PM	Social Services Agency (North County)	1330 Middlefield Road Mountain View	Juniper Room
THURSDAY, AUGUST 8	6 - 9:30 AM 4:30 - 6 PM	Valley Medical Center	751 S. Bascom Avenue San Jose	Cafeteria (Second Floor)
THURSDAY, AUGUST 8	5:30 - 7 PM	SEIU 521 Office (PM)	2302 Zanker Road San Jose	Kitchen (First Floor)
FRIDAY, AUGUST 9	10:30 AM - NOON	Milpitas Library	160 N. Main Street Milpitas	Group Study Room B
FRIDAY, AUGUST 9	11:30 AM - 1 PM	Elmwood Correctional Facility - ONLY THOSE WITH CLEARANCE -	701 W. Abel Street Milpitas	Conference Room
SATURDAY, AUGUST 10	8:30 AM - NOON	SEIU 521 Union Office - Strike School	2302 Zanker Road San Jose	Training Room
MONDAY, AUGUST 12	11:30 AM - 1 PM	Valley Health Center (Tully)	500 Tully Road San Jose	Conference Room (Second Floor)
MONDAY, AUGUST 12	11:30 AM - 1 PM	Campbell Library	77 Harrison Avenue Campbell	To Be Determined Shortly
TUESDAY, AUGUST 13	11 AM - 1 PM	Administrative Office Building (AOB - VMC Campus)	2325 Enborg Lane San Jose	Room 406 (Fourth Floor)
TUESDAY, AUGUST 13	3 - 6 PM	County Government Center	70 W. Hedding Street San Jose	Isaac Newton Center Auditorium
WEDNESDAY, AUGUST 14	11 AM - 2 PM	Social Services Agency - Benefit Assistance Center	1867 Senter Road San Jose	Large Break Room
WEDNESDAY, AUGUST 14	1 PM - 4 PM	Santa Clara County Main Jail - ONLY THOSE WITH CLEARANCE -	150 W. Hedding Street San Jose	Squad Room
THURSDAY, AUGUST 15	7 - 9:30 AM 3 - 5 PM	County Government Service Center	1555 Berger Drive San Jose	To Be Determined Shortly
THURSDAY, AUGUST 15	11 AM - 2 PM	SEIU 521 (AM)	2302 Zanker Road San Jose	Kitchen (First Floor)
THURSDAY, AUGUST 15	5 - 7 PM	SEIU 521 Union Office - General Membership Meeting	2302 Zanker Road San Jose	Training Room

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VOTING DATES / TIMES/ LOCATIONS

DATE	TIME	LOCATION	ADDRESS	ROOM
FRIDAY, AUGUST 16	8:30 - 10 AM	Department of Public Health	976 Lenzen Avenue San Jose	To Be Determined Shortly
FRIDAY, AUGUST 16	11 AM - 2 PM	Santa Clara Valley Medical Center	751 S. Bascom Avenue San Jose	Cafeteria
MONDAY, AUGUST 19	2 - 3 PM	Probation Department - William F. James Boys Ranch - ONLY THOSE WITH CLEARANCE -	19050 Malaguerra Ave. Morgan Hill	Conference Room
MONDAY, AUGUST 19	3:30 - 5:30 PM	Social Services Agency (South County)	379 Tomkins Court Gilroy	Uvas Room
TUESDAY, AUGUST 20	11 AM - 2 PM	Social Services Agency - IHSS	1888 Senter Road San Jose	Yosemite Room
TUESDAY, AUGUST 20	11:30 AM - 1 PM	Probation Department - Adult	2314 N. First Street San Jose	Orientation Room
WEDNESDAY, AUGUST 21	11:30 AM - 1 PM	Valley Health Center (Downtown)	777 E. Santa Clara St. San Jose	Conference Room (Third Floor)
WEDNESDAY, AUGUST 21	NOON - 2 PM	Vasona Lake County Park	333 Blossom Hill Road Los Gatos	Outside near the Front Gate
THURSDAY, AUGUST 22	11 AM - 1 PM	Social Services Agency	333 W. Julian Street San Jose	Appeals Room 2 (First Floor)
THURSDAY, AUGUST 22	3:30 - 5:30 PM	County Communications - ONLY THOSE WITH CLEARANCE -	2700 Carol Drive San Jose	Training Room
THURSDAY, AUGUST 22	4 - 6 PM	Social Services Agency	373 W. Julian Street San Jose	Santa Clara Room (First Floor)
THURSDAY, AUGUST 22	5 - 7 PM	SEIU 521 Office - CAT Meeting	2302 Zanker Road San Jose	Training Room
FRIDAY, AUGUST 23	11:30 AM - 1:30 PM	Valley Specialty Center (Building Q)	751 S. Bascom Avenue San Jose	Room 2Q271



ULP STRIKE AUTHORIZATION VOTE BALLOT COUNT

FRIDAY, AUGUST 23, 3 PM

SEIU Local 521 Office
2302 Zanker Road, San Jose

If you are interested in helping count ballots,
please contact your Internal Worksite Organizer, Negotiator or
CAT. Thank you.