



An affirmation of our bargaining team's hard work. An opportunity for the County and its employees to move forward.

**FACT FINDING PANEL RECOMMENDS:
WAGES RETURN: 7% of the 9% pay-cut over the next three (3) years for all SEIU 521 members.**

July 1, 2013	July 1, 2014	July 1, 2015	April 1 or 15, 2016
+2.0%	+2.0%	+1.5%	+1.5%

All Previous TAs:

Remain in force

CCAIR shift differential for Units 3 and 12:

Differential returned

SWAPs for Unit 2:

Restored

Holiday pay for hours worked for Unit 2:

Restored

DCSS Attendance and Punctuality Policy:

Restored

Detention Facility Differential:

Restored

Physician's Statements:

Restored

Detention Facility Differential:

Restored

Plus a host of other important issues we raised were all supported by fact-finding.

The long-awaited fact-finding report is in, and the news for SEIU 521 county workers is GOOD!

The impartial Fact Finding Panel largely agreed with workers on most of the issues which we've fought so long and hard for.

We do not want the county to repeat its standard line that it has no money for the terms of the report. This is why the SEIU 521 Research Dept. has closely reviewed the county budget over the years and we can 100% refute the county's claim.

This is not everything we have fought for, but it is time to focus on the future. This does return a large part of the monies that have been taken from us and gives our members an opportunity to provide for our families. It is time to show the community and county that we – the front-line workers – are ready to move forward and focus on quality public services.

