

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 I or 15, 2016
+2.0%	+2.0%	+1.5%	+1.5%

All Previous TAs: DCSS Attendance and Punctuality Policy:

Remain in force Restored

CCAIR shift differential for Units 3 and 12: Detention Facility Differential:

Differential returned Restored

SWAPs for Unit 2: Physician's Statements:

Restored Restored

Holiday pay for hours worked for Unit 2: Detention Facility Differential:

Restored 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.

What's next?

The Board of Supervisors has two choices: They can dig in, fight their own county workers and waste taxpayers money on more appeals and hearings or they can accept the recommended terms of the Fact-Finding report and settle.

We need to know this is not the end of the fight, but a chance to bring some normalcy back into our lives while we move other pieces into place for the next round.

Getting the Board to settle is not a sure thing and will require a united front. We need to send a strong message to the Board: Time to move on.

Attend the Press Conference:

Date: Tuesday, April 30 Time: 12:05 p.m.

Hall of Records, Fresno, CA 93721 Address: Corner of M & Tulare Street

SPEAK UP! Call or email BOS members and tell them it's time to stop fighting you!

Contact the Board of Supervisor and tell them it's time to do the right thing and move forward!

•	Phil Larson	600-1000	jbarlow@co.fresno.ca.us
•	Andreas Borgeas	600-2000	district2@co.fresno.ca.us
•	Henry Perea	600-3000	ppinedo@co.fresno.ca.us
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