



SEIU 521 SAN MATEO CHAPTER TENTATIVE AGREEMENT SUMMARY

Congratulations San Mateo County WE DID IT!

Some of the highlights are listed below. **These wage increases will only take effect after the contract has been approved by a membership vote and the County approves and adopts the same at their April 19, 2022, meeting.** Complete information will be available on MemberLink at : members.seiu521.org and at www.seiu521.org/sanmateocounty



“This contract was fought with one thing in mind, us, the employees! It was important to let the County know that we deserve to be treated with respect and to make sure our rights remain protected. We stood by our bargaining principles and came out victorious. I am recommending a YES vote!”
- Mercedes Segura, Chapter Chair, Bargaining Team Member

YOUR BARGAINING TEAM IS RECOMMENDING A YES VOTE!

OUR CONTRACT CAMPAIGN JOURNEY:

Where we started:

November 2021: County offered 1%/1%/1%. County rejected or did not respond to our union proposals.

December 2021: County provided conceptual offer of 1 year agreement with 3% salary increase, \$1,500 lump sum. No agreement on telework, no protection from bullying, no real investment in workers who put our community first. County continued to reject union proposals on improving working conditions.

January-March 2021: Members started rising up and taking actions to demand respect from management.

March 8, 2021: County offered 2 options: OPTION A: 3-year term, 3%/2%/2% salary increase, \$2,000 lump sum, but must concede on retiree healthcare. OPTION B: 1 year term, 3% salary increase, \$2,000 lump sum, must agree to negotiate changing retiree healthcare.

HIGHLIGHTS OF THE TENTATIVE AGREEMENT INCLUDE:

Wages	<p>3% effective first full pay period following April 19th BOS meeting and approval 3% October 2, 2022 4% October 1, 2023</p> <p>\$2000 Lump sum bonus payable to all employees in active paid status following the first full pay period following April 19th BOS meeting and approval. Lump sum bonus will be prorated for part-time employees.</p>
Term	10/3/2021 – 10/5/2024
Retiree Health Insurance Coverage	<p>We fought back changes from the County that would have resulted in loss of sick accruals and employee contributions towards retiree healthcare in the future.</p> <p>This now will remain status quo – no change in sick leave conversion, accruals, or retiree health care.</p>
New Employee Benefit Orientation (NEBO)	<p>Won contract language that memorializes our access to in person New Employee Benefit Orientation alternating in person and virtual every other week and required information for our leaders to connect with new hires and provide an opportunity on paid work time to meet with Union Leaders/ Representatives to join our Union.</p> <p>One leader is now able to be released to attend NEBO on paid work time.</p>
Union Stewards and Official Representatives	New language added to ensure Stewards and Representatives are released for conducting ratification votes and chapter meetings, Labor-management meetings and for updating Union bulletin boards.
Overtime	<p>Language added to clarify that if an employee works three minutes or less of the next tenth, the employer rounds down and if works more than three minutes, round up to the next tenth.</p> <p>Also added language for Work Groups as follows:</p> <p>Workgroup 1: overtime worked for wildfire or disaster relief work shall be compensated solely by monetary payment and not comp time. Employees still have the option for all other overtime to be paid or accrue compensatory time.</p> <p>Workgroup 2: overtime worked for wildfire or disaster relief work shall be compensated solely by monetary payment and not comp time. Employees still only have the option of compensatory time accrual for all other overtime.</p> <p>All compensatory time over 240 will be automatically paid out.</p> <p>The Side letter for the Appraisers remains in full effect.</p>
Split Shift	Language added that defines it as daily work schedule that is interrupted by non-paid, non-working periods established by the County, other than bona fide rest or meal periods. Workers assigned split shift shall receive one hour of California State Minimum Wage in addition to the shift differential in Section 8.2

On-Call	We fought back against language from the County that would have forced workers to conduct mandatory on call without negotiating impacts with our Union. We maintain status quo until such time that the County properly bargains those impacts and classifications with our Union, including any increase in on call pay.
Notice of Lay-Off	We won language that would ensure that County strives to provide ample notice of potential impacts, including notice to the Union. We also won language that displaced employees will be offered to meet with Human Resources and include their union representative to review options under the layoff procedures. We also clarified language for health benefits following layoff to include that coverage is also contingent of health insurance coverage only (no dental or vision) and that coverage runs concurrently with COBRA and CalCOBRA.
Holidays and Winter Recess	Juneteenth added as paid County Holiday moving forward. 3 Winter Recess days added for 2022 and 2023. We also added language that in 24-hour facilities, workers will observe the holiday and if assigned to work will be compensated per Section 17.5.
Sick Leave	Added language to include Stepparent for sick leave usage in diagnosis, care, or treatment of an existing health condition. Added Stepparent and Stepparent-in-law for funerals.
Retiree Health Committee	Agreed to delete the Committee as it no longer exists.
Benefits Committee	Added language that provides for an alternate representative to attend committee meetings if the designated person is unable to attend.
Life Insurance	Language updated to reflect current life insurance amounts available for purchase by employees, including supplemental coverage.
Change of Assigned Duties	Added language that the employer shall not schedule out of class work in a manner to purposefully avoid paying work out of class pay.
Reclassification Procedure	Won language that provides for a written response from department head with approval or denial of the employee's request for re-evaluation. If approved the department will schedule the study and issue job description questionnaires.
Dismissal, Non-Punitive Discipline or Demotion for Cause	Added language that if an employee has excessive unplanned absences, they may be placed on a leave restriction plan only after first oral warning. The meeting shall include the union representative if the employee chooses and includes length of time employee attendance will be monitored.
Benefits Summary	Deleted from the MOU
Exhibit A	Language for on call duty for ISD workers carrying pagers deleted. IBCLC Lactation Consultant differential won at \$100 per pay period for those who work at least 50% of time providing lactation support and certified.

Exhibit C	<p>Sheriff's Uniform Allowance increased to \$700</p> <p>Safety Shoe Allowance increased to \$250</p> <p>Language added to continue addressing the break coverage for Human Services Agency.</p>
Anti-Bullying	<p>County will meet with our Union within 30 days of ratification to work on the policy with all unions and adopt a policy no later than January 1, 2023.</p>
Rest Breaks Bulletin	<p>Revised to include language that clarifies employees required to take a meal break of no less than 30 minutes if they work more than five hours.</p>
Vacancies	<p>We won a side letter that provides for the Union and County to meet within 30 days of ratification to discuss the SEIU Education Fund and how the no cost training to the County, can benefit the community and address the critical staffing crisis through targeted workforce development training. This could lead to a longer-term collaboration of training workers to promote within the county.</p>
Telework	<p>We won a letter of agreement where the County commits to continue working with all unions to provide telework that is effective and beneficial to the workforce and can be created through discussion with department heads and various unions.</p>