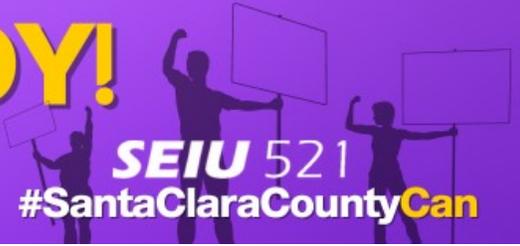


# WE'RE ULP STRIKE READY!

95% VOTE YES!



Following 5 days of voting, a record breaking turnout of Santa Clara County members voted 95% to authorize our elected bargaining team to call for an Unfair Labor Practice Strike when and if necessary.

## FROM THE NEGOTIATIONS TABLE

*Progress on wages amidst ULP strike vote, management insists on trying to weaken our rights to protest, and continues to reject promotion and transfer proposals.*

### COUNTY WAGE PROPOSALS

The County's current wage proposal as of June 16, 2023:  
Year 1 - 4% | Year 2 - 4% | Year 3 - 3%

### LATEST MASTER TABLE HIGHLIGHTS

ISSUE	WHAT WE'RE FIGHTING FOR	COUNTY RESPONSE	COUNTY TAKE-AWAYS
Differentials	Differential pay for classifications with a vacancy rate over 15% Weekend differentials for all	Not in agreement	
Vacancies	Efficient processes for transfers and promotions for existing Santa Clara County employees	Not in agreement	Eliminate transfer and promotional opportunities for classifications that have had 5% vacancy for over 90 days
Equity Wage Guarantee	Guarantee that all workers get a raise of at least \$1.50/hour	NO Equity Wage Guarantee	County wants to go backwards for those in the lowest paid classifications
Tele-work	Preserving & improving ability to utilize tele-work to improve and maintain work/life balance	Not in agreement	Proposing to delete tele-work from the contract
Mandatory OT	Reducing mandatory OT; mandating the county to pay 3X hourly rate	Not in agreement	
Voluntary Reduced Work Hours (VRWH)	Keeping in place	Not in agreement	Remove VRWH from contract
Extra Help	Increase credits for EH when applying for coded positions Dental/vision benefits upon hours requirement	Not in agreement	
Safety	High Risk environment pay for worksites like, scattered homes, Evans Lane, etc. which subject our members to higher risk with improper safety measures and training	Not in agreement	Further limit hazard pay for workers in locked facilities, to exclude when workers are teleworking, remote work, using paid accruals and holidays.

# IT'S NOT ENOUGH TO JUST WIN RAISES NOW IF WE AREN'T BUILDING UNION & WORKER POWER FOR OUR FUTURE!



**TAKE ACTION BY COMMITTING TO BE STRIKE READY!  
COMPLETE YOUR STRIKE COMMITMENT CARD**



## OTHER COUNTY PROPOSED TAKEAWAYS AS OF JUNE 16, 2023

Investigations	Language for administrative investigations that places more fear in workers when participating in an investigation.
Compensatory Overtime	Eliminate worker's right to choose compensatory time in lieu of overtime, when authorized by the appointing authority.
Meal Periods	Remove eligibility for overtime meals for workers who tele-work in addition to requiring overtime by consecutive hours and workers must provide a receipt for reimbursement.
Family Leave	Delete parental leave, sick leave use, and other family leave from contract, to utilize only a county policy, which can change anytime.
Contracting Out	Would make it easier for management to contract out our jobs.
Management Rights	New article that would give management rights and provisions to do what they want, when they want, and without any accountability to workers. This includes giving them the "right to determine and change staffing methods, and contract out bargaining unit work to meet operational and patient needs."
Grievances	Take away our ability to file grievances related to Merit System Rules, County ordinances, resolutions, policies, manuals and worker's personal rights.
Strike & Lockouts	Would take away our right to engage in group protests when management is abusive and end our right to honor picket lines of other workers.
APT Unit	Certain classifications whose salary is tied to RNPA and other safety unions.

**[WWW.SEIU521.ORG/SANTACLARACOUNTY](http://WWW.SEIU521.ORG/SANTACLARACOUNTY)  
FOR THE LATEST UPDATES & PROPOSALS**