

REGION 1

Santa Clara County

- + 13% across the board wage increases
- + \$1,200 lump sum payment
- + Pathways to permanency for extra help
- + \$33.6 million in realignments

Momentum For Health

- + Annual wage re-opener 6% including retro-pay

First 5 Santa Clara County

- + Secured first union contract ratification

Gardner Health Services

- + 8% across the board wage increases
- + Longevity pay, and additional wage realignments

Law Foundation of Silicon Valley

- + 12% average wage increases in all 6 classifications
- + Additional 5% COLA for longevity staff

Community Solutions

- + 3.5% COLA
- + No healthcare changes & improvements to bilingual pay, residential shifts and on-call trainings

Santa Clara County Office of Ed. Wage Re-opener

- + Additional 3% increase to salary schedule
- + Retro-pay to September 1, 2023
- + \$1,000 stipend

REGION 2

City of Watsonville

- + 9% wage increase over 3 years
- + Longevity Pay

City of Salinas

- + 13% wage increase over 3 years
- + Juneteenth & Cesar Chavez Day Holidays
- + No healthcare takeaways
- + Market adjustments for below market classifications

City of Hollister

- + 7% COLA
- + Juneteenth & Cesar Chavez Day Holidays
- + Education fund training launch with Natividad Hospital

Encompass

- + \$5 dollar wage increases over two years including retro
- + Additional bonuses between \$750-\$1,500 + bilingual pay

City of Hollister

- + 7% COLA
- + Juneteenth & Cesar Chavez Day Holidays
- + Education fund training launch with Natividad Hospital

Salud Para La Gente

- + 100% membership + \$3.5 wage re-opener

County of San Benito

- + 13% wage increase over 2 years
- + Employer increases to health contribution

REGIONS 3 - 4

Fresno Unified School District (FUSD)

- + 8% wage increase
- + \$5,000 one-time bonuses

Fresno Area School District (FASTA)

- + \$5,000 one-time bonuses
- + Daily wage increases of \$5 - \$15.25

Fresno Courts

- + 3% wage increases
- + Juneteenth holiday
- + Recruitment incentives

Tulare Courts

- + 6.5% wage increase over 2 years
- + Bilingual pay increases
- + Additional float holidays

First Student - Porterville

- + Secured representation victory via PERB recognition charge

Tulare County

- + 7% wage increases over 2 years
- + Increases to bilingual pay & equity differentials
- + Wage adjustments from 2% - 5% to 10 below market job classifications
- + A Child Welfare, Social Workers, Emergency Response differential pay increase from 4% to 10%.

Kings Courts

- + 3% wage re-openers

REGION 5 WINS

City of Bakersfield

- + 15% wage increase over 3 years + retro; comp & class
- + Bakersfield Police Dispatchers – additional wage realignments for clerks, facility workers; recorders and accounting classifications

Kern County Hospital Authority (Kern Medical)

- + RN & LVN overtime victories
- + 10% increases for social workers

Kern County Courts

- + 11% wage increase
- + Longevity pay + comp & class

ADDITIONAL CONTRACT WINS

City of San Mateo

- +11% wage increases over 3 years
- +Retro pay

Housing Authority of Monterey County

- +12% wage increases over 3 years
- +2 additional holidays

Soquel Water District

- +5% COLA
- + Life insurance increased to 200K

San Lorenzo Valley Unified School District

- + 7.5% COLA & retro pay
- + Juneteenth Holiday

Community Bridges

- + \$1 dollar increase in year 1
- + Additional \$.25 in year 2

City of Menlo Park

- + \$2,000 one-time bonus
- + Adjustments to health contribution with offsets in additional wage increases.
- + Additional safety shoe reimbursement increases

CCPU CONTRACT WINS

2023 Child Care Providers Statewide Contract

- + First in the nation retirement fund (\$80 million ongoing per year funding)
- +Close to \$600 million over two years in rate increases
- +\$100 million ongoing per year health care funding
- +Additional funds for training and continuing education
- +Two-year extension of payment by enrollment not attendance (also known as “hold harmless”)
- +Changing the requirement for full time pay from 30 hours per week to 25 hours per week or more, better compensating providers for wrap-around care.
- + Launch of the CCPU Education & Training fund

EXTERNAL & CLINIC'S WINS

Non-union Membership Growth

- +320 new members joined SEIU Clinic Workers United
- +24 action leaders

CCWU Legislative Wins

- + SB 525 (\$25/hr for healthcare workers) signed into law
- + SB 770 healthcare transparency billsigned into law