

MONTEREY COUNTY

CAN PROTECT SERVICES, FAMILIES & WORKERS

SEIU 521



2024 Contract Bargaining Principles

Our workforce is united and committed to addressing key issues impacting Monterey County: chronic county-wide short-staffing affects the life-saving services which our community depends upon. 9-1-1 Emergency, Health Department, Natividad Hospital, Public Works, Social Services, and Behavioral Health are breaking under the weight of 700+ vacancies unnecessarily injuring our community, patients, and clients.

We are invaluable to hundreds of thousands of local residents, clients, families, and individuals. Monterey County can address its vacancy crisis; combat our stagnant wages and rising costs that force our community to struggle for access to care and public services; can prioritize career + training opportunities while ending the abuse of Extra Help workers who constitute a growing share of our workforce.

Monterey County can care for workers just like we have cared for our community.



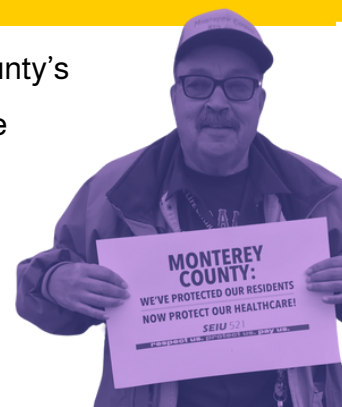
ADDRESS 700+ VACANCIES IMPACTING WORKLOAD + MORALE

- Prioritize key job classification realignment in departments and agencies experiencing unprecedented high vacancy rates and turnover.
- Reduce abuse of mandatory overtime to address the increasing demand for services in virtually every County department and agency.
- Invest in recruitment and retention differentials to remain market-competitive.
- Develop equitable hiring practices, not just limited to the Merit System but by recognizing experience, education and specialized certifications to streamline the testing, interview and internal promotional opportunity process.



PROVIDE AFFORDABLE HEALTHCARE PLANS FOR ALL WORKERS

- Fully fund affordable healthcare options for all workers using a portion of Monterey County's \$54+ million operating profit. Our insurance offers fewer plan and provider options, while charging higher prices and premiums.
- Establish price controls by resolving the lack of transparency insurance companies, hospitals, and Monterey County use to swell their bottom line. Workers pay for substantially inflated service costs in an unregulated healthcare market.



- Increase healthcare service spending on community members enrolled in public healthcare. A healthier community reduces long-term cost burdens on the County, provides desperately needed services to community members, and reduces growing public service demands.
- Ensure quality and affordable healthcare options to recruit and retain our workforce.

PROVIDE RESPECT AND DIGNITY FOR ALL WORKERS & OUR COMMUNITY

- Change punitive disciplinary practices and implement a comprehensive program for all workers that informs and respects their rights.
- Eliminate the culture of systemic racism which preys upon fear and prevents well-deserved promotions by focusing on our existing diverse workforce. The County culture is filled with implicit biases, favoritism, intimidation, and a lack of communication.
- Create a more equitable telework policy to reduce the County's carbon footprint and improve workplace productivity, quality, efficiency, and morale.
- Invest in classifications across our County that work in high personal risk situations.
- Demand the creation of real pathways for temporary workers to move into fully coded positions and alleviate critical staffing needs.

INVEST IN COUNTY STAFFING, TRAINING, DEVELOPMENT, AND PROMOTION

- Implement workload standards to improve public service delivery to clients while preserving work equity and policy development across our bargaining unit. Career development opportunities to promote pathways for permanent and temporary workers.
- Invest in a proven expanded training program to provide all SEIU 521 workers with training modules and courses that can result in promotions within the County.
- Achieve long-term agreements to fill vacancies and retain workers through the creation of a robust workforce program.

**WINNING THE BEST CONTRACT STARTS
AND ENDS WITH YOU JOINING THE FIGHT!**

JOIN OUR MOVEMENT – [ACTIVATE YOUR SEIU 521 MEMBERSHIP](#)

JOIN A WORKSITE MEETING – [CLICK HERE TO JOIN YOUR COWORKERS!](#)

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