

RESPECT US - PROTECT US - PAY US!

SEIU 521 PROTECT ALL WORKERS

November 13th - BARGAINING UPDATE

LIVABLE WAGES

- The City responded to our wage proposal by offering a 2.5% annual increase over a three-year term. **Their proposal falls short of keeping pace with the rising cost of living we are all experiencing.**
- In addition to our wage proposal, we are advocating for additional realignments for job families that lag the market when compared to neighboring cities. The city responded by committing to bringing these job families to maintain the 75th percentile, however, they want to apply these wage adjustments after an agreement for Cost-of-Living Adjustments (COLA). This change would result in lower take-home pay for the affected job families.

AFFORDABLE HEALTHCARE

- We are asking the city to increase their contribution to our healthcare premiums and stop passing the rising costs onto us. We let the city know that you and your co-workers are concerned about the rising healthcare cost, particularly the significant premium increase for the Kaiser plan in 2025, which needs to be addressed.
- **Management has NOT responded to our proposal**, and we must be ready to push back and prevent management from shifting more healthcare costs onto you and your coworkers.

WE CANNOT AFFORD MANAGEMENT'S RISING HEALTHCARE COSTS.

TENTATIVE AGREEMENTS (TA's) REACHED READ FULL TA'S HERE



- We expanded our union rights to recruit new hires into joining our union.
- Secured additional protections to prevent subcontracting of our bargaining unit work.
- Improved Standby Pay:
 - Employees will receive \$70 if performing Standby duty on a regular workday (for 14-16 hours)
 - \$100 for Standby duty on a regular day off (24 hours).
- Improved Minimum Call-Out Pay:
 - Removed overtime and billable customer convenience exclusions from Minimum Call-Out Pay.
 - All employees called back to work after leaving the worksite for the day will receive two hours of pay for each call out.
- New Buy Up Option for Long-Term Disability provides an enhanced maximum benefit level of \$7,000.
- Strengthened our union privacy rights to object to the release of specific employment information beyond what is required by law.
- Increased the maximum reimbursement for the Tuition and Student Loan Reimbursement Program from \$1,000 to \$2,500.

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SEIU 521 **PROTECT ALL WORKERS**

WHEN WE FIGHT, WE WIN!

THE ONLY WAY WE WIN A STRONG CONTRACT IS BY STANDING TOGETHER.



RSVP FOR OUR UPCOMING ACTION

SIGN-UP FOR CITY COUNCIL MEETING ON

Monday, December 2nd, 2024 at 4:30 p.m.



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www.seiu521.org/membership

