

Regional Medical Center FAQ

Frequently Asked Questions

Q: What happens once I get an offer letter from the County to become a County employee?

A: You will need to accept or reject the offer by February 14, 2025. All RMC workers hired at the County will start on the same day. Projected date: April 1, 2025.

Q: HCA changed my shifts to variable. Will the County continue with variable shifts?

A: We are currently negotiating with the County to hire workers into set shifts (AM, PM, Noc). The County has agreed that it is not their intention to continue variable shifts indefinitely, but they have not committed to getting rid of them completely.

Q: Will I have to serve a new probationary period?

A: We are in negotiations with the County and have asked for no probationary period for all workers who have been at RMC for over 1 year. The County has refused and has proposed a 6-month probationary period for all RMC employees regardless of years of service.

Q: What salary step will I start on in the County?

A: We are currently negotiating with the County to hire RMC workers at the highest step possible to provide minimal loss of pay. We will be working with Labor Relations to address any errors with classification and pay to try and resolve if there is an error. For now, we would recommend putting ALL your experience, qualifications, and certifications on the application. We recommend that you review the County's complete job specifications for the job you are applying for, then align ALL your experience, qualifications, and certifications on the application. Scan QR code here:



Q: Will I need to take a test in order to be hired with Santa Clara County?

A: No, due to new Merit System Rules that SEIU 521 members recently negotiated with the County, you will not have to take a test to be hired with Santa Clara County through this acquisition.

Q: What happens if there is no existing County classification for my job at Regional?

A: The County will map you into an existing County classification which most closely resembles the work that you do based on the information you provide in your application. Per the new Merit System Rules that SEIU 521 members negotiated, if the classification does not exist in the county that matches your position, you will not lose pay until a classification is created and the salary survey is completed. If you disagree with the County's job offer, please reach out immediately to one of your elected worksite stewards or to the SEIU 521 Member Resource Center at 833-734-8521.

Q: Will my seniority within Regional move over to the County? Why not?

A: We are currently negotiating with the County to secure departmental seniority at Regional. However, the County has refused and wants to allow anyone from the County to transfer and move to the front of the seniority list. This is not acceptable and we will need to fight to safeguard seniority for RMC workers.

Q: I am currently out on Workers Compensation or disability; will I be offered a job?

A: If you are on protected leave such as Workers Compensation, parental leave, or FMLA, you may be offered a job. However some leaves of absence are not protected. If you are unsure of whether or not your leave is protected, please contact the SEIU 521 Member Resource Center immediately at 833-734-8521.

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Q: Can I transfer to another County hospital? If I transfer to another County facility will I keep my seniority?

A: Yes, once you are a County employee you will have access to apply on the Countywide transfer line. If you transfer to another County facility, you will not keep your departmental seniority and may have to go through an additional probationary period. However, seniority for purposes of layoff will be your date of hire at the County and within your classification.

Q: If I have an approved vacation, will the County honor it?

A: We are currently negotiating this with the County. So far the County has agreed to honor vacation requests for hospital employees that were submitted and approved between Jan 1, 2024 and December 31, 2024. However, they have left open the possibility of cancelling vacations in situations of staffing shortages. We know that the County's proposal will mean that vacations which are bid on at the beginning of 2025 are at risk and the likelihood of staffing shortages is very high. This will be a fight which we have to push the County on to secure approved vacations for all RMC workers. We are also negotiating to ensure that vacation cannot be cancelled without the County reimbursing workers in the event of pre-purchased travel plan.

Q: I'm already a union member now, do I need to sign a new membership card with the new union (SEIU 521)?

A: Yes. You will need to complete a new membership application with your new union, SEIU 521. You'll hear from us soon about signing up!

Q: What will happen to my accrued banks with Regional?

A: Accrued banks with HCA will not carry over to the County.

Q: How does the County pension with CalPERS (CA Public Employee's Retirement System) work?

A: CalPERS is a public employee's pension fund. If you are coded at the County, you will automatically be a member of CalPERS. Coded workers become vested after 5 years of service. You accrue service credit on a fiscal year basis (July 1 through June 30) and according to how you're paid. To earn a full year of service credit, you must work for the County for at least 1,720 hours (hourly paid employees).

Q: What are the Union dues?

A: SEIU 521 Union dues are 1.5% of your gross wages. This amount is decided on by elected executive board members and goes toward ensuring you have the training, space, staff, and administrative support you need to organize and win at your worksite.

Q: I was a steward with SEIU-UHW, how do I become a steward with my new SEIU 521 Union?

A: In order to be nominated, a candidate shall be a member in good standing at the time of nomination and must submit a nomination petition signed by ten (10) members in good standing from that candidate's representational area. If you are interested, please reach out to your current Chief Steward and they can provide you with an SEIU 521 Steward nomination form.

Q: Who do I call for help on workplace issues?

A: You can continue to reach out to your RMC Stewards or you can call the SEIU 521 Member Resource Center at 833-734-8521.