

# SEIU 521

Stronger Together

WHEN WE FIGHT, WE WIN!

We fought to protect everything we needed to do our jobs safely and preserved the stability we have earned for ourselves and our families!

## WHAT WE WON:

- ✔ County agrees to recognize HCA date of hire!
- ✔ County agreed to work together to get rid of variable schedules
- ✔ Scheduled workdays and shifts will not be changed
- ✔ Won additional paid leave to reduce workers having to take time off without pay
- ✔ Fast tracked way to address County mistakes in classification or pay
- ✔ Collaborative way to address grievances at the lowest possible level
- ✔ Union & County to work together to address unjust probationary releases – if managers try to get rid of workers they don't like, we have a way to address this.

## RMC TENTATIVE AGREEMENT HIGHLIGHTS

Issue	Before we Fought: Day One of Negotiations, County Proposed:	After Winning Our TA
Seniority	No Seniority: County not willing to recognize HCA date of hire	County recognizes HCA date of hire, securing our seniority. <b>TA: Section IV</b>
Probationary Period	Serve full probation. Management may “fire” employees during probation without oversight	Unjust probationary releases will be addressed and investigated. Management’s decision will be reviewed by the Labor Relations Director. Union can request to discuss the release. <b>TA Section I</b>
Changes to Work Schedules	Management will provide two (2) weeks advance notice and opportunity to <b>discuss</b> the proposed change.  No security in our schedules; Not sure we would keep our same shifts; Some have variable schedules	Secure and set schedules with the aim of ending variable schedules.  Management will provide four (4) weeks advance notice and opportunity to <b>meet and confer</b> .  The County & SEIU will begin meeting upon acquisition regarding RMC schedule and shift assignment practices to closely align RMC schedule and shift assignment practices with the County. <b>TA Section III</b>
Vacation	No assurance that County will recognize approved vacations  <i>Very minimal pro-rated accruals meaning we will have to use leave without pay for pre-approved vacations or sick days</i>	Added 3 additional provisions on Vacation Requests:  1. County shall honor vacation requests submitted and approved between January 1, 2025 and February 14, 2025. The only time the county would cancel a vacation request would be in situations where RMC is unable to provide service due to staffing levels. 2. Thirty-two (32) extra hours of Personal Belief Days to be used by June 22, 2025. Another 32 hours of paid leave will be credited to all workers at the end of June 2025. This will not expire until June 2026. 3. 8 hours of vacation for birthday credited on or before May 16, 2025 <b>TA Section V</b>

For the FULL Tentative Agreement  
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