

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

Information contained herein is intended as an advisory and for informational purposes only, and does not constitute or imply active bargaining or negotiating

DATE: Friday, June 14, 2019

UNION/BARGAINING UNIT: SEIU, LOCAL 521

DETAILS:

2019 County of Santa Clara Labor Relations Update Regarding SEIU, Local 521

The County of Santa Clara has a legal duty to bargain in good faith with employee representatives on wages, hours and other terms and conditions of employment. In addition to our legal duty, we understand the value of providing working conditions that foster committed, long-term employees and organizational efficiencies that result in delivering high-quality service to our community.

The County and SEIU engaged in negotiations over the successor master agreement during the week of June 10th, 2019. **The current Memorandum of Understanding (MOU) expires at 11:59PM on Sunday, June 16, 2019.**

The County passed multiple proposals to SEIU with movement toward a settlement in every proposal. SEIU, however, insisted on discussing the hospital acquisition of St. Louise Regional and O'Connor, and the impacts to the new County employees, prior to discussing or negotiating other parts of the current contract. The County made significant movement on the proposed side letter to address items regarding St. Louise and O'Connor hospitals, including, but not limited to:

- ***An advancement of the future year of 32 Personal Leave hours, in addition to the 32 hours of Personal Leave and eight hours of Birthday Holiday employees are scheduled to receive in July 2019, for a total of 72 hours, to be available to employees in the weeks shortly after settlement of the master MOU.***
- ***A review process for hiring decisions of provisional workers not appointed to probationary status in the position that they currently hold.***
- ***A process to determine seniority for vacation and shift bidding.***
- ***A commitment to monthly meetings with Human Resources to address mapping issues at the new hospitals.***

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- ***A reduction of the probationary period from the typical 9 months to 6 months.***
- ***Ensuring coded workers would be offered overtime opportunities prior to extra help, travelers and per diem.***
- ***Joint Labor and Management training for new hospital staff.***

SEIU rejected the side letter proposal by the County, but the side letter will continue to be discussed at future negotiation sessions.

During the negotiation session on Thursday June 13, 2019, SEIU presented several counter proposals with little or no movement from their previous proposals. The County attempted to get SEIU to agree to an extension of the current contract for the purposes of continuing negotiations but SEIU reiterated that the O'Connor and St. Louise Side Letter must be completed first.

SEIU stated that they were unavailable to negotiate this weekend, the last days prior to the contract expiring, but both sides committed to further negotiations next week and were willing to extend negotiations through the evenings and the following weekend.

The County of Santa Clara works with our employees to provide the best possible opportunities for growth, engagement and stability. In turn, our workforce is focused on delivering the highest quality services to our community.

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