

# 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 21, 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, and endeavor to, provide working conditions that foster committed, long-term employees and organizational efficiencies that result in delivering high-quality service to our community.

**The prior Memorandum of Understanding (MOU) expired at 11:59PM this past Sunday, June 16, 2019.**

During the week of June 17, The County and SEIU, Local 521 engaged in discussions regarding the Saint Louise Regional Hospital and O'Connor Hospital side letter, as prioritized by SEIU, Local 521 before continuing discussion of the successor Master Agreement. The County and SEIU have come to agreement on this side letter.

The County and SEIU have continued to pass proposals dealing with the Master contract on wages, leave provisions and hours of work. SEIU has rejected two additional wage increases proposed by the County for 5-year terms. SEIU has continued to propose a 9% wage increase, for every year of a contract, for an unspecified number of years, as originally proposed on April 25<sup>th</sup>, 2019.

A 9% wage increase every year, for an unspecified number of years, would impact the budget by approximately \$95,525,000 annually, prior to any compounding. However, without a specific contract duration, the County can not properly project fiscal requirements of the SEIU proposal.

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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**CONTACT:**

Josef Kachman | Public Communication Specialist  
Employee Services Agency  
The County of Santa Clara  
E: [josef.kachman@esa.sccgov.org](mailto:josef.kachman@esa.sccgov.org)  
P: 408-529-9190

