

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: Monday, August 26, 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 on Sunday June 16, 2019. SEIU members are currently working without a contract.

During the week of August 19, the County and SEIU met for main table negotiations. Comprehensive proposals were passed by both sides. The County is proposing the following general wage increases, shift differential increases, bilingual pay increases and realignments.

14% general wage increase plan:

YEAR	BASE WAGE INCREASE	CUMULATIVE BASE WAGE INCREASE**
1	3%	3%
2	3%	6%
3	3%	9%
4	2.5%	11.5%
5	2.5%	14%
TOTAL INCREASE		14%

**Cumulative base wage increases are compounded annually.

Shift differential and bilingual pay increase plan:

DIFFERENTIAL	PROPOSED INCREASE	PROPOSED NEW RATE
Evening Shift	+\$0.40 per hour	\$2.95 per hour
Night Shift	+\$0.50 per hour	\$3.60 per hour
Bilingual Pay	+\$30.00 per month	\$160.00 per month

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

County-Proposed Realignment pay increase plan:

CLASSIFICATION	PROPOSED GENERAL WAGE INCREASE %	PROPOSED REALIGNMENT %	PROPOSED CUMULATIVE WAGE INCREASE %
CLERICAL			
Account Clerk II	14	2	16
Board Clerk I	14	.5	14.5
Health Information Clerk I	14	1	15
Health Information Clerk II	14	2	16
Health Information Clerk III	14	1	15
Health Services Representative	14	3	17
Justice System Clerk I	14	3.5	17.5
Office Specialist I	14	1	15
Office Specialist II	14	2	16
Office Specialist III	14	1	15
Patient Business Services Clerk	14	2.25	16.25
Pharmacy Assistant	14	1	15
Senior Health Services Representative	14	3	17
Senior Patient Business Services Clerk	14	2.25	16.25
BLUE COLLAR			
Cook II	14	1.5	15.5
Electrical Electronic Assistant	14	2.5	16.5
Electrical Electronic Technician	14	3	17
Fleet Services Mechanic	14	.5	14.5
Food Service Worker I	14	4.5	18.5
Food Service Worker II	14	4.5	18.5
Food Service Worker-CORRECTIONS	14	3	17
General Maintenance Mechanic I	14	2.5	16.5
General Maintenance Mechanic II	14	2.25	16.25
Laundry Worker II	14	2.5	16.5
Park Maintenance Craft Worker	14	4	18
Road Maintenance Mechanic I	14	2.5	16.5
Road Maintenance Worker II	14	2	16
Road Maintenance Worker IV	14	2.5	16.5
Vector Control Technician II	14	2	16
ADMIN/PROFESSIONAL/TECHNICAL			
Clinical Dietitian I	14	4.75	18.75
Dialysis Technician	14	5.25	19.25
Dosimetrist	14	5.5	19.5
Library Assistant I	14	7	21
Library Assistant II	14	1.5	15.5
Marriage & Family Therapist II	14	2	16
Optometrist	14	2	16
Orthopedic Technician	14	5	19
Pharmacy Data Specialist	14	2	16
Pharmacy Technician	14	2	16
Pharmacy Technician Trainee	14	6	20
Property Evidence Technician	14	3.75	17.75
Psychiatric Social Worker II	14	2	16
Public Health Nutritionist	14	1.5	15.5
Respiratory Care Practitioner II	14	1.5	15.5
Sterile Processing Technician I	14	5.5	19.5
Sterile Processing Technician II	14	5.25	19.25
Therapy Technician	14	3	17

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

CLASSIFICATION	PROPOSED GENERAL WAGE INCREASE %	PROPOSED REALIGNMENT %	PROPOSED OVERALL WAGE INCREASE %
PUBLIC HEALTH NURSING			
Public Health Nurse I	14	2	16
Public Health Nurse II	14	2	16
Public Health Nurse III	14	2	16
Public Health Nurse Specialist	14	2	16

These numbers in this chart are the currently proposed figures and are subject to change. These numbers do not reflect shift differentials or other contract considerations that may increase wages.

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.

#

CONTACT:

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

