

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, September 9, 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 September 2, the County and SEIU met for main table negotiations. Comprehensive proposals were exchanged by both sides. The County is proposing the following general wage increases, shift differential increases, bilingual pay increases, reimbursements and realignments.

14.75% general wage increase plan:

YEAR	BASE WAGE INCREASE	CUMULATIVE GENERAL WAGE INCREASE**
1	3%	3%
2	3%	6%
3	3%	9%
4	2.75%	11.75%
5	3%	14.75%
TOTAL INCREASE		14.75%

**Cumulative general wage increases are compounded annually.

Shift differential and bilingual pay increase plan:

DIFFERENTIAL	PROPOSED INCREASE	PROPOSED NEW RATE
Evening Shift	+\$0.45 per hour	\$3.00 per hour
Night Shift	+\$0.45 per hour	\$3.75 per hour
Bilingual Pay	+\$35.00 per month	\$165.00 per month

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Employee-incurred expense items:

ITEM	COUNTY PROVIDES:
All Mandated Federal/State/County Licensures	100% payment for all mandated licensures (<i>New</i>)
Tuition Reimbursement	\$750,000 County reimbursement bank (<i>\$250,000 increase</i>)
Required Continuing Education (CE)	\$200,000 County reimbursement bank (<i>\$140,000 increase</i>)
Uniform Allowance	Increase to \$550 per year
Clothing Allowance	\$100 per year (<i>New</i>)

County-Proposed Realignment pay increase for YEAR 1 of agreement:

CLASSIFICATION	PROPOSED YEAR 1 GENERAL WAGE INCREASE %	PROPOSED REALIGNMENT %	PROPOSED YEAR 1 CUMULATIVE WAGE INCREASE %
CLERICAL			
Account Clerk II	3	2	5
Board Clerk I	3	.5	3.5
Health Information Clerk I	3	1	4
Health Information Clerk II	3	2.5	5.5
Health Information Clerk III	3	1.5	4.5
Health Services Representative	3	3	6
Justice System Clerk I	3	3.5	6.5
Library Technician	3	1	4
Office Specialist I	3	1	4
Office Specialist II	3	2	5
Office Specialist III	3	1	4
Patient Business Services Clerk	3	2.25	5.25
Pharmacy Assistant	3	1	4
Senior Health Services Representative	3	3	6
Senior Patient Business Services Clerk	3	2.25	5.25
ADMIN/PROFESSIONAL/TECHNICAL			
Clinical Dietitian I	3	5	8
Clinical Dietitian II	3	6.75	9.75
Dialysis Technician	3	8.5	11.5
Dosimetrist	3	7	10
Library Assistant I	3	6	9
Library Assistant II	3	1.5	4.5
Marriage & Family Therapist II	3	2.25	5.25
Optometrist	3	2	5
Orthopedic Technician	3	6	9
Pharmacy Data Specialist	3	2	5
Pharmacy Technician	3	2.5	5.5
Pharmacy Technician Trainee	3	6	9
Property Evidence Technician	3	4.25	7.25
Psychiatric Social Worker II	3	2.25	5.25
Public Health Nutritionist	3	1.5	4.5
Respiratory Care Practitioner II	3	1.5	4.5
Sterile Processing Technician I	3	5.5	8.5
Sterile Processing Technician II	3	5.25	8.25
Therapy Technician	3	3.25	6.25

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CLASSIFICATION	PROPOSED YEAR 1 GENERAL WAGE INCREASE %	PROPOSED REALIGNMENT %	PROPOSED YEAR 1 CUMULATIVE WAGE INCREASE %
PUBLIC HEALTH NURSING			
Public Health Nurse I	3	3	6
Public Health Nurse II	3	3	6
Public Health Nurse III	3	3	6
Public Health Nurse Specialist	3	3	6

PHNs: PLUS 2.5% for return to regular pay plan equals a **SALARY INCREASE of 8.5%**

BLUE COLLAR			
Cook I	3	1	4
Cook II	3	1.5	4.5
Electrical Electronic Assistant	3	2.5	5.5
Electrical Electronic Technician	3	4	7
Electronic Repair Technician	3	.5	3.5
Fleet Services Assistant Mechanic	3	.5	3.5
Fleet Services Mechanic	3	.5	3.5
Food Service Worker I	3	5.5	8.5
Food Service Worker II	3	5.5	8.5
Food Service Worker-CORRECTIONS	3	3.5	6.5
Gardener	3	3	6
General Maintenance Mechanic I	3	2.5	5.5
General Maintenance Mechanic II	3	2.25	5.25
General Maintenance Mechanic III	3	1	4
Janitor	3	2.0	5
Kennel Attendant	3	1	4
Laundry Worker I	3	1	4
Laundry Worker II	3	2.5	5.5
Park Maintenance Craft Worker	3	4	7
Park Services Attendant	3	1.25	4.25
Road Maintenance Worker I	3	2.5	5.5
Road Maintenance Worker II	3	2	5
Road Maintenance Worker III	3	1.5	4.5
Road Maintenance Worker IV	3	2.5	5.5
Stock Clerk	3	2	5
Vector Control Technician II	3	2	5

The 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.

Health Care Facts: see next page

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Health Care Cost Sharing: The Facts

The County is working to unify the way in which we share the cost of medical plan premiums across all plans, tiers and employee bargaining units. This will help reduce costs of plan administration, minimize errors, and save valuable public dollars.

Currently, employees represented by SEIU pay nothing toward medical premiums for single coverage under all County-offered plans. The County is proposing a modest cost sharing for single coverage, and a modest increase to the current contributions by employees for other coverage options.

Fact 1: The County of Santa Clara currently pays the majority of health care premiums and benefits (98%+) for employees represented by SEIU local 521.

Fact 2: The County is proposing a 2% sharing of *medical plan premiums*, **NOT 2% OF WAGES**.

Fact 3: The current county-proposed general wage increase and realignment for employees represented by SEIU far exceeds any employee contribution to medical plan premiums.

For example, a Janitor – Step 2, based on the current County proposed general and realignment increase of 5%, would earn approximately \$85 more per two-week pay period. If the employee is covered by the Kaiser Permanente health plan, for their entire family, the County is proposing a cost share of **just \$1.54** more per two-week pay period. **This is NOT 2% of wages.** The County currently contributes \$976.17 for this sample employee's family plan premium coverage per two-week pay period.

CLASSIFICATION	COUNTY PROPOSED YEAR 1 CUMULATIVE WAGE INCREASE (general + realignment)	PROPOSED 2% MEDICAL PLAN BENEFIT SHARE INCREASE (each two-week pay period)	COUNTY CONTRIBUTION TO EMPLOYEE MEDICAL PLAN PREMIUM (each two-week pay period)
Janitor	5%	Kaiser Family Coverage: \$1.54	Kaiser Family Coverage: \$976.17

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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