

# 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: Wednesday, August 7, 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.**

The County Labor Relations team continues to meet with representatives of SEIU with the goal of securing a successor agreement. The County has offered SEIU, as a sign of goodwill, the opportunity to extend the previous MOU. Though SEIU declined to extend the contract, the County is honoring provisions such as *Leave for Union Business* for negotiations.

During the week of July 29, SEIU negotiators were afforded two release time dates to develop responses to County proposals. However, SEIU negotiators were still unable to meet as planned on Tuesday August 6 at 9AM. Additionally, SEIU informed the County Labor Relations team that they will not meet on Thursday August 9 as scheduled. They have also delayed the meeting start time for Tuesday August 13 to 10:30AM. Throughout the duration of our discussions, SEIU have called off, delayed or postponed multiple planned negotiation sessions, thereby extending the timeline employees work without an agreement.

The County has provided multiple financial propositions for SEIU consideration, including:

- **Base wage increase of 12.5% for a multi-year agreement**
- **Wage increases to evening shift differentials**
- **Wage increases to night shift differentials**
- **Wage increases to bilingual differentials**
- **Wage increases up to 6% through Realignment in 54 classifications (in addition to base increases)**
- **Increases to tuition reimbursement**
- **Increases to Continuing Education**
- **Increases to licensure reimbursement**

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In addition to the County proposed 12.5% across-the-board base wage increases, wage increases for select classifications, commonly referred to as “realignments” are included in the County’s latest proposals. The County is examining 54 classifications for realignment increases. The following list is only a **sample of classifications** and their County-proposed realignment increase, and is not inclusive of all classifications being examined for realignment. The County and SEIU have not yet agreed to these realignment numbers and they are subject to change.

CLASSIFICATION	PROPOSED BASE WAGE INCREASE %	PROPOSED REALIGNMENT %	PROPOSED OVERALL WAGE INCREASE %
Account Clerk II	12.5	2	<b>14.5</b>
Cook	12.5	0.5	<b>13</b>
Food Service Worker	12.5	3	<b>15.5</b>
Gardner	12.5	3	<b>15.5</b>
General Maintenance Mechanic I/II	12.5	1	<b>13.5</b>
General Maintenance Mechanic III	12.5	0.5	<b>13</b>
Health Service Representative	12.5	3	<b>15.5</b>
Janitor	12.5	2	<b>14.5</b>
Laundry Worker I	12.5	1	<b>13.5</b>
Laundry Worker II	12.5	1.5	<b>14</b>
Office Specialist I	12.5	1	<b>13.5</b>
Office Specialist II	12.5	2	<b>14.5</b>
Pharmacy Technician	12.5	2	<b>14.5</b>
Public Health Nurse	12.5	1.5	<b>14</b>
Senior Health Service Rep.	12.5	3	<b>15.5</b>
Sterile Processing Technician	12.5	5.25	<b>17.75</b>
Therapy Technician	12.5	3	<b>15.5</b>
Patient Business Services Clerk	12.5	2.25	<b>14.75</b>
Road Maintenance Worker	12.5	1	<b>13.5</b>
Senior Patient Business Services Clerk	12.5	2.25	<b>14.75</b>
Stock Clerk	12.5	1.5	<b>14</b>

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.

## Containment of Health Care Costs

The County is also working to unify the way in which we share the cost of medical plan premiums across all plans, tiers and employee bargaining units. 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 full family coverage.

For example, a **Kaiser Permanente** plan subscriber would invest just \$1.54 additionally every two weeks for family medical coverage. **Health Net** subscribers likely will see a **decrease** of \$25.62 for family medical coverage each month. And **VHP (Valley Health Plan)** subscribers, **who currently pay zero dollars for all coverage tiers**, may see an increase of approximately \$26.91 every two weeks for full family coverage.

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## Health plan contribution details for SEIU represented County employees

		Plan Premiums	EE Share Current (Every two weeks)	EE Share @ 2% (Every two weeks)	(+/-)
<b>Kaiser</b>	EE	\$336.61	\$0.00	\$6.73	\$6.73
	EE+Spouse	\$706.88	\$13.02	\$14.14	\$1.12
	EE+Child	\$605.90	\$11.16	\$12.12	\$0.96
	Family	\$976.17	\$17.98	\$19.52	\$1.54
<b>VHP</b>	EE	\$464.03	\$0.00	\$9.28	\$9.28
	EE+Spouse	\$974.47	\$0.00	\$19.49	\$19.49
	EE+Child	\$835.26	\$0.00	\$16.71	\$16.71
	Family	\$1,345.68	\$0.00	\$26.91	\$26.91
<b>Health Net</b>	EE	\$642.48	\$0.00	\$12.85	\$12.85
	Family	\$1,360.29	\$52.83	\$27.21	<b>-\$25.62</b>

Note: (+/-) is the difference in EE share current and proposed 2% Health Plan Premium;  
EE= eligible employee

This will help reduce costs of plan administration, minimize errors, and save valuable public dollars.

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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