



# SEIU 1021 MENDOCINO CHAPTER UPDATE

The Official News Source for Negotiations //// MAY 17, 2017

## **BARGAINING UPDATE #4**

Dear SEIU Local 1021 Members,

**We are pleased to announce that your Bargaining Team was able to reach a Tentative Agreement with the County.** This agreement achieves ongoing raises; larger, one-time payments; and a new benefit of Longevity Pay.

**Your Bargaining Team strongly recommends a YES vote on this agreement.**

### **Highlights of the Tentative Agreement:**

A two-year agreement beginning July, 1 2017 through June 30, 2019.

### **Wages:**

#### **Year 1**

Effective the first full pay period of July 2017, the bargaining unit will receive a 3 percent salary increase.

Effective the first full pay period of July 2017, a one-time payment of \$2000 will be made to all permanent full-time and permanent part-time bargaining unit employees who are employed on the date of payment.

#### **Year 2**

Effective the first full pay period of July 2018, the bargaining unit will receive a 3 percent salary increase.

Effective the first full pay period of July 2018, a one-time payment of \$2000 will be made to all permanent full-time and permanent part-time bargaining unit employees who are employed on the date of payment.

### **Longevity Pay:**

After completion of ten (10) years of continuous County employment, an employee shall receive one percent (1%) wage increase.

After completion of fifteen (15) years of continuous County employment, an employee shall receive an additional one percent (1%) wage increase.

After completion of twenty (20) years of continuous County employment, an employee shall receive an additional one percent (1%) wage increase.

### **Expenses, Materials and Reimbursements**

Reimbursement for classifications requiring their own tools (Auto Mechanics, Heavy Equipment Mechanics, Heavy Equipment Service Technicians) will be increased from \$225 per calendar year to \$325 per calendar year.

Additional employees who are listed below in permanent positions will be provided an annual Safety Footwear reimbursement of \$225. The County will provide disposable coveralls for employees working on jail plumbing or similar assignments.

Ground Maintenance Technician I-III  
Building Maintenance Mechanic I-III  
Building Maintenance Supervisor

### **Health and Welfare Benefits-**

No healthcare premium increases for calendar year 2018.

**Plus:** For the months of October, November and December 2017 & 2018, bargaining unit members enrolled in the County health plan will receive a three-month rate “holiday” equivalent to the “employee only” amount (which would be applied to all levels of coverage).

### **Vacation:**

Additional language clarity to the rights of vacation usage which states “Vacation requests shall not be unreasonably denied.”.

### **Changes of Schedule:**

The County will now be required to provide 10 calendar days’ notice before a schedule change. This is an increase from the previously contracted 5 calendar days’ notice.

### **Employee Safety:**

A committee shall be established to review members’ safety concerns as they arise.

The Bargaining Team will be available to answer questions about the Tentative Agreement during **lunchtime worksite meetings which will be held June 1st thru June 8th.**

**The ratification vote will be held during the week of June 12th.**

If you have any questions or concerns please contact your Bargaining Team members, Contract Action Team members or your Union Representatives: Aaron Burton or Patrick Hickey.

Your Bargaining Team members endorse this Tentative Agreement and believe this is the best agreement we could have reached. Your team would like to thank each and every one of you for your support and enthusiasm during this round of negotiations.

***In Unity, Your Bargaining Team,***

***Matt Purcell, Lois Pitman, Kathryn Cavness, Helen Michael, Cathy Harpe, Leif Farr  
and Aaron Burton***