



TOO LITTLE, TOO LATE

**Our contract expires
Tuesday the 28th.**

Join the rest of us that day at our...

CAMPUS UNITY LUNCH RALLY

Tuesday 2/28, 11am to 1pm

Outside of the Board of Supes Building
575 Administration Drive (at the Ice Cream Statue)

**THIS IS THE DAY TO REMIND THE
BOARD OF SUPES THAT WE MEAN
BUSINESS!**

IN-PERSON

GENERAL MEMBERSHIP MEETING

SANTA ROSA VETS BUILDING

RSVP to Jana's email sent on 2/23 at 10am

Thursday March 2nd 1351 Maple Ave

Dinner at 5:30pm, Program at 6pm

- ★ What is the County doing at the table?
- ★ What are our possible paths forward?

All Union Members are expected to attend. Don't miss it!

Bargaining Update At-a-Glance

- County insists on take-aways for Legacy / Plan A members:
 - Increase Pension contributions of 1/3
 - Continued 3.03% Unfunded Liability paid until retirement
- County offered:
 - An additional 0.5% COLA in Year 2: 5%, 5%, 3%
 - ***In exchange*** for eliminating Staff Development & Wellness
Over 90% of our members would lose money with this change.
- Class Compensation Studies for only 10 job classes
- \$600 Cash Allowance Roll-In of \$3.45 an hour at the I-Step
 - Annual Lump-sum payment if you're below the I-Step
- Possible increase of Uniform allowance from \$200 to \$300
- Possible increase of Boot Allowance from \$225 to \$300
- Possible increase of SART exam stipends from \$275 to \$600

The County responded to our package proposal with some mixed changes. First, they offered an additional 0.5% COLA in Year 2, but only if we permanently eliminate our Staff Development & Wellness Benefit. We did the math and this would result in an actual decrease in money over that year for over 90% of our membership. You'd have to make over \$48/hour for this to be a neutral change.

The County agreed to our proposal for rolling in our \$600 Cash Allowance without a loss of funds for those of us who aren't at the I-Step. Their suggested solution would be to provide a front-loaded annual lump sum each year of the contract for the dollar amount that wouldn't be rolled in. We'll explain more about how this would work at Thursday night's Membership Meeting on March 2nd at the Vets Hall--RSVP to Jana's email that was sent out Thurs 2/23 around 10am to receive dinner that night!

In response to our other proposals, the County is trying to decrease the amount of classifications we want studied. We've gotten very close to gaining the following items: allowing Extra-Help employees to take sick time in increments less than 1 hour, increasing the Uniform allowance from \$200 to \$300, increasing the boot allowance from \$225 to \$300 (with an earlier issue date to avoid low stock issues during the holidays), and increasing our SART Nurses' assault exam stipends from \$275 to \$600. Our Call Center Protections proposal was also tentatively agreed to, and last but not least, the County agreed to our prospective Retirement COLA reopener language. This allows them to undergo their annoying bureaucratic molasses-speed process of determining legal barriers before moving forward.

HOWEVER...

The County's willingness to make small moves does not negate their need to move on the most important item at our table--our ability to afford to live in the County we serve. Their current COLA offer of 5%, 5%, and 3% is not the height of what they can comfortably afford based on our research and the County's own economic forecast. Don't forget the low COLAs we accepted in Years 3 & 4 of this current contract due to their gloom-and-doom recession threats that never materialized.

And the County's shell game of offering to delete our Staff Development funds in exchange for a half a percent COLA is not what we're asking for. The County's bargaining team needs to obtain authority from the Board of Supes to increase the COLA legitimately, not shuffle cards around that are already on the table.

We also still need the County's movement on Retiree Medical portability, paid holidays for Extra-Help, and to address the Legacy/Plan A retirement concessions they're asking for (increasing the amount we contribute plus continuing to pay the add'l 3.03% that's supposed to sunset in June 2024).

WHAT WE NEED YOU TO DO

The money is there. We just have to show up.

Here is what all members need to do. Tell your coworkers. Show up together!

TUES 2/28: **Unity Lunch Rally at the Board of Supervisors**
11am - 1pm at 575 Administration Drive
Dress warm in case there are scattered showers!

THUR 3/2:

Membership Dinner Meeting @ SR Vets Hall
5:30 dinner, 6:00 program at 1351 Maple Ave
Get a live Bargaining Update and learn about our possible pathways forward.

Lastly, write your district Supervisor.

You can find who represents you by entering your home address into [this finder](#). Tell them that they need to authorize a higher COLA (Cost of Living Adjustment). The more contact they receive from us, the more compelled they will be to act.

BARGAINING TEAM MEMBER SPOTLIGHT

ELLIE CAMPBELL-BROWN



As a Child Protective Services Social Worker at Human Services' Family Youth & Children division, Ellie Campbell-Brown has seen retention plummet over the past 14 years. It's one of the biggest reasons why she's at the Bargaining table.

A Licensed Clinical Social Worker, Ellie has been busy since last summer penning many bold and creative solutions to the problems she's seen our County's social services staff endure. She's a natural, but then again, Ellie comes from a union family--it's why her folks were able to keep the family happy, fed, and able to thrive while she was growing up.

If we weren't unionized, we'd have no voice or ability to collectively bargain over the conditions of our workplace. Aware of that, Ellie has taken a leadership role on our team, working for us to not only get a fair deal, but the best one possible. She feels everyone deserves a union job. "I'm proud to be a part of it in my little corner."

Our union represents workers at 78 individual locations across the County. Ellie is on our chapter board as our At-Large Representative, maintaining support and communication to those of us at smaller or remote locations that might not possess on-site shop stewards. She comes home from work to a full house, including two kids, 5 cats, a dog, and a bird. In her precious free time, Ellie enjoys long solo hikes.