

ANNOUNCEMENT

RE-VOTE ON SOCIAL SERVICES UNIT (SSU)

TENTATIVE AGREEMENT

VOTING DATE: WEDNESDAY, JULY 22, 2015

TIMES AND LOCATIONS: TO BE DETERMINED

FREQUENTLY ASKED QUESTIONS

Q: Why is there a re-vote and what does this mean?

A: Our Master negotiating team is committed to ensuring that all members are informed with correct information during ratification votes. The negotiating team has found extensive evidence of misrepresentation given primarily to the Social Services Unit membership by sources that have an obligation to correctly inform membership about the tentatively agreed upon package proposal. In effort to correct this, the Master negotiating team is calling for re-vote of Social Service Unit's Tentative Agreement to be held on Wednesday, July 22, 2015.

Q: If we reject our Side table's Tentative Agreement, does this mean we just go back to negotiations?

A: No. A "No" vote means you are also going on an open-ended strike.

Q: Can't I just vote "No" for my side-table and still keep the wage increases, pension protections, and health insurance protections?

A: The current package proposal specifically ties the Master Agreement with all side tables. This means that in order to protect our 14.19% wage increase over 4 years, our pensions, and our other gains, every single Bargaining Unit, *including the Social Services Unit*, must approve their Tentative Agreement. This was a requirement proposed by the County.

Q: Did the whole Bargaining Team support Social Services Unit (SSU) negotiators to the very end?

A: Yes, the entire Master bargaining team supported SSU negotiators until the very end. On the last day of bargaining, the Master bargaining team offered to delay closing the Master table to give more time to SSU negotiators to close their table. However, SSU negotiators declined that offer.

The entire bargaining team was committed to not closing the Master table until *all outstanding bargaining units* were settled by their respective negotiators. On June 30, the County offered a

package proposal that was intended to settle the Master table contract as well as the individual bargaining units that remained open. The bargaining team did not vote to approve this package until each individual bargaining unit's negotiators reached tentative agreements approving their section of the contract. APT, SSU, Supervisory, and PCSU all accepted their Tentative Agreements.

Q: Since we are re-voting, what exactly did we achieve in negotiations so that I can make an informed decision?

A: While we have distributed a Summary of Tentative Agreement that can be found at <http://www.seiu521.org/sccgov>, here are few highlights of our SSU Tentative Agreement:

- 1. Increase in Bilingual Pay** – We increased bilingual pay from \$160 to \$185 per month;
- 2. Hazard Duty Pay** – For the first time, we will be paid a hazard duty differential of \$1.10 per hour treating us equally to other SEIU Local 521 bargaining units;
- 3. We won individual caseload standards at DEBS** – This was one of the top demands of the Eligibility Workers according to the contract surveys. CalWORKS – 188 per month; Foster-Intake – 50; Foster Care-Continuing AAP 615/FC 150; CalFresh/MediCal Combo – 322 a month; GA Continuing – 266 a month.
- 4. Mixed Caseload administrative cap on DFCS Continuing** – We won a mixed caseload administrative cap of 29;
- 5. Reclassification Study** – We won a reclassification study for Eligibility Worker I's, II's, and III's and Social Worker I's, II's, and III's. The study will begin 30 days after ratification and be completed within 12 months from when the study begins. This was one of the top demands of the Eligibility Workers according to the contract surveys.;
- 6. Eligibility Worker Time and Motion Study** – We won at last a long awaited time and motion study for Eligibility Workers to assist the Union in building a stronger foundation for improving caseload standards. This was one of the top demands of the Eligibility Workers according to the contract surveys;
- 7. Increase in the Emergency Response / Dependency Investigation / Continuing Differential for Social Workers II's/III's** – We increased the differential from 1.55% to 6%;
- 8. Increase in the DEBS Floater Differential** – We increased the Eligibility Worker II's floater differential from \$2.40 to \$3.00;
- 9. Removal of KinGap cases from Continuing Social Workers.**

Q: I heard every other non-SSU bargaining unit got everything they wanted and SSU didn't. Is this true?

A: False. Not one single bargaining unit got everything they wanted, including the Master table.

Q: I heard the package proposal was a “Last, Best, and Final offer”. What does that mean?

A: Generally, a “Last, Best, and Final offer” is given by the Employer when the Employer believes both parties are at a point of impasse – a stage when neither party will make further movement on the table. If parties are really at point of bona fide impasse, the employer can legally impose the terms and conditions of employment of the last, best, and final offer on the workers.

Q: I heard the Clerical Unit negotiators sold out the Social Services Unit for additional money. What’s the truth?

A: This is absolutely false. The reality is the Master bargaining team reallocated money on the APT and Master negotiating table to give Clerical unit an additional 0.25% wage realignment to show respect to some of the lowest paid workers in the County, who provide an invaluable public service.