

# Proposal for a successor Memorandum of Understanding made to Santa Clara County by SEIU Local 521

**12:00PM June 26, 2023**

Attached please find a comprehensive set of proposals for modifications to the existing Memorandum of Understanding between SEIU Local 521 and Santa Clara County

The union believes that these proposals provide the basis for a comprehensive settlement between the parties. Below are some of the key features of the proposal. (Items noted "TA" have been agreed to by the parties already.)

- General Wage Increases:
  - Year 1: 5% (TA)
  - Year 2: 4% (TA)
  - Year 3: 4%
- Equity Realignments that guarantee workers at Step 3 the following minimum wage increases:
  - Year 1: \$1.50/hour (TA)
  - Year 2: \$1.40/hour
  - Year 3: \$1.30/hour
- Weekend shift differential of \$2.00/hour for all employees except when employees in designated classifications are receiving the Third Consecutive Weekend premium that is provided for certain workers in the current MOU
- Total Additional Cost: Approximately \$467 million over 3 years (Santa Clara County has made proposals which would cost approximately \$397 million in additional funds over 3 years.
- Improved provisions for union orientation (TA on language proposed by SCC with a side letter covering details of implementation.
- Personnel Action: TA on language proposed by SCC to facilitate investigations of bargaining unit employees for possible misconduct
- Maintaining Current Contract Language on:
  - Call-back pay
  - Overtime meal provisions
  - Contracting Out
  - Side Letter Regarding Classification and Staffing (including Vacancies)
- Grievance Procedure: TA on language change proposed by SCC
- Reorganization: TA on language change proposed by SCC
- Strikes and Lockouts: TA on modified language change proposed by SCC
- Extra Help: TA on language proposed by SCC
- Side Letter on Educational Leave Support Program: Added provisions that will help SCC and SEIU 521 improve job training and promotion opportunities (no cost)
- Side Letter on process to establish pre-bid system to streamline the filling of vacancies.