

The Truth is Finally Revealed

Ventura County wants to permanently change pension contributions

At the Oct. 8 bargaining session, Ventura County management delivered a brand new proposal with the announcement **“the County has decided to shift to where the problem is.”** The county estimates that they have reduced the cuts from \$2.2 million to \$1.6 million. However, the largest cut will be a permanent change to the pension pick-up. **Currently, SEIU members contribute 1.5% for the pension pick-up and the County pays 4%.**

On the reverse of this flyer, is a sample paystub with the new proposed cuts. Use the sample to calculate your loss of income. If you are due for a merit increase, you will still receive it but you will need to deduct the furlough and pension increase from the new amount. **It is important that all SEIU 721 members attend the Oct. 15 membership meeting for full details and give direction to the bargaining committee.**

See the chart below for the latest county proposal.

Ventura County's Contract Proposals	
October 8, 2009 Proposal	August 6, 2009 Proposal
Employees to permanently increase pension contribution to the pick-up by 3% and no pick-up for future employees. SEIU members total contribution would become 4.5%	Members to permanently increase pension contribution to the pick-up by 2% and no pick-up for future employees. SEIU members total contribution would become 3.5%
5 county-wide shutdown days in 2010 and possibly more shutdown days in 2011 (unpaid)	5 county-wide shutdown days in 2010 (unpaid)
Continue matching 401k	No match to 401k for 12 months
No delays to merit increase	Delay merit increases for 12 months
Freeze to healthcare current contribution rates.	Freeze to healthcare current contribution rates.
No to all SEIU proposed contract language that would strengthen layoff and steward language, improve efficiency, health and safety throughout all worksites.	No to all SEIU proposed contract language that would strengthen layoff and steward language, improve efficiency, health and safety throughout all worksites.

Ventura County Bargaining Update and Membership Meeting

**When: Thurs. Oct. 15, 2009
5:30 pm - 8:00 pm**

**Where: Courtyard Marriott Hotel
600 E Esplanade Dr - Oxnard, CA**

RSVP: 644-8291

Important Membership Meeting!

www.seiu721.org * Member Action Center (877)721-4YOU



October 8, 2009 Proposed Cuts:

Employee ID:	NAHRLY	17.062560	TAX DATA:	Federal	CA State
Department:	TOTAL	17.062560	Marital Status:	Single	Single, or Married with
Location:			Allowances:	10	10
Job Title:			Addl. Pct.:		
			Addl. Amt.:		

HOURS AND EARNINGS						TAXES		
Description	Rate	Current Hours	Current Earnings	YTD Hours	YTD Earnings	Description	Current	YTD
Flex Credit			273.00		3,822.00	Fed Withholding	0.00	105.00
Holiday Taken Hourly	17.062560	9.00	153.56	42.00	689.81	Fed MED/EE	19.71	250.96
Sick - Personal Sick Hourly	17.062560	4.30	73.37	42.25	690.06	Fed OASDI/EE	84.29	1,073.09
Regular	17.062560	66.70	1,138.08	949.65	15,486.03	CA Withholding	0.28	105.28
Overtime	17.062560	1.00	25.59	1.50	37.78	CA OASDI/EE	14.96	190.39
Sick - Family Sick Hourly				9.00	146.25			
Leave Without Pay Hourly				36.00				
Vacation Hourly				41.60	674.01			
PP Overtime Adjustment (NR)					17.06			
Furlough Deduction: \$31.94								
Total:		81.00	1,663.60	1,122.00	21,565.00	Total:	119.24	1,724.72

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER-PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
VC Health Care Plan	257.47	3,604.58	Wage Supplement Plan High	3.75	52.50	401k Deduction	20.48	265.34
Blue Cross Dental High	41.83	585.62	Retirement EE COL Deduction	44.52	584.36	Retirement Cnty COL FundCntrb	19.13	251.03
MES Vision	4.78	66.92	Retirement EE Reg Deduction	36.68	488.10	Retirement Cnty Regular Contrb	54.60	707.53
401k Deduction	20.48	265.34	SEIU FT Reg with PoliticalCont	17.25	241.50	Retirement Earnings Final	1,692.61	22,217.69
			SEIU Ins E	5.00	70.00	Retirement Cnty Reg Fund Cntrb	143.36	1,881.84
Increased Healthcare Costs: \$12.31 County will match 401k			Increase Retirement Deduction: \$49.89			Decreased Retirement Contribution: \$49.89		
Total:	324.56	4522.46	Total:	107.20	1,436.46	* Taxable		

TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current:	1,663.60	1,339.04	119.24	431.76
YTD:	21,565.00	17,042.54	1,724.72	5,958.92

SICK HOURS	VACATION HOURS	YTD	Floating Holiday	YTD	Comp Time	YTD	NET PAY DISTRIBUTION
Start Balance: 21.88	Start Balance: 77.84		Start Balance: 9.00		Start Balance: 0.00		Advice 1,112.60
+ Earned: 3.08	+ Earned: 4.31		+ Earned:		+ Earned:		Total: 1,112.60
+ Bought:	+ Bought:		- Taken:		- Taken:		
- Taken: 4.30	- Taken:		- Payoff/Buydown:		- Payoff/Buydown:		
- Payoff:	- Payoff/Buydown:		+ Adjustments:		+ Adjustments:		
+ Adjustments:	+ Adjustments:		End Balance: 20.66	End Balance: 82.15	End Balance: 9.00	End Balance: 0.00	

Oct. 8 Proposal:

Current Bi-Weekly Pay:
\$1,112.60

New Bi-Weekly Amount
with Cuts: **\$1,018.46**

Bi-Weekly Loss: **\$94.14**

Monthly Loss: **\$203.97**

Annual Loss: **\$2,447.64**

Aug. 6 Proposal:

Annual loss: **\$2027.22**

401k loss: **\$532.48**

October 8 Proposed Employee Cuts/Loss of Income:

Furlough - \$31.94 (1.94% cut for at least 12 months)
Healthcare - \$12.31 (loss based on individual plan choices)
Retirement - \$49.89 (3% permanent cut)
If eligible, will receive merit increase but deduct the same amounts.

August 6 Proposed Employee Cuts/Loss of Income:

Furlough - \$31.94 (1.94% cut)
Healthcare - \$12.31 (loss based on individual plan choices)
Retirement - \$33.72 (2% cut)
401k Match - \$20.48 (no match)
If eligible, will not receive merit increase.