

Voting Times and Locations

OFFICIAL BALLOT
2019 County of Ventura
Contract Ratification and Dues Alignment

INSTRUCTIONS
Clearly mark YES or NO for the Tentative Agreement vote AND for the Dues Alignment vote. Put the ballot in the small secret envelope, then put that in the larger envelope and seal it. Print your name, sign, date and put your employee number on the outside of the larger envelope. Drop the envelope in the ballot box. You have until December 15 at 11am to vote.
Only members in good standing are allowed to vote.

Your bargaining team **OVERWHELMINGLY** recommends a YES vote for the Tentative Agreement AND for the Dues Alignment.

Step 1: TENTATIVE AGREEMENT
MARK ONLY ONE

I VOTE YES
To accept the Tentative Agreement between SEIU 721 and the County of Ventura. I understand a YES vote puts the County of Ventura on track to protect and strengthen our vital community services.

OR

I VOTE NO
I reject the Tentative Agreement and authorize SEIU Local 721 to escalate member actions, up to and including a strike.

Step 2: DUES ALIGNMENT
MARK ONLY ONE

I VOTE YES
To approve the multi-phase Dues Alignment Plan. I understand that my YES vote means:
• Phase I will change our dues from a flat rate (\$16.75/per pay period) to a percentage based rate (0.75%), effective December 27, 2020.
• Phase II will increase by 0.25% to percentage based rate (1%), effective December 26, 2021.
• Dues will then increase by 0.1% each following year where there is a general salary increase until reaching 1.5%. (This may take up to 8 years or more.)

OR

I VOTE NO
I reject the Dues Alignment Plan. I understand that my NO vote means my dues are subject to the SEIU International Constitution (subject to annual increases). I further understand that a change in the Local's Bylaws may require me to begin paying the full 1.5% dues rate of the Local.

Voting begins Tuesday, December 3 at 9:00 a.m. and ends Sunday, December 15 at 11 a.m.

Votes will be counted Sunday, December 15 at 12 p.m. at the SEIU 721 Ventura office located at 2472 Eastman Ave., #30 Ventura, CA 93003. Members are encouraged to attend.

SEIU 721 will be conducting Tentative Agreement and Dues Alignment votes at major worksites across Ventura County and at two general membership meetings.

The voting schedule is available on the SEIU Local 721 website. Go to our Ventura County Contract Headquarters page at www.seiu721.org/venturahq.php.

Keep track of the latest bargaining news and updates by signing up for mobile alerts. Text SEIU to 31996 to be the first to know!

 **YES Secure Our Wins**
 **YES Secure Our Future**



7% Pay Increase, Flexible Benefits Increases, Increased Tuition Reimbursement, Organizational Leave, Plus a New Paid Holiday!

This is our moment to secure our contract wins and our future!

A Dues Alignment will give Ventura County members the power and resources that are required to enforce the new language and the new Union Rights we were able to negotiate. The alignment will also help us build on this momentum in future bargaining.

Our bargaining team overwhelmingly recommends a YES and YES vote.



YES Secure Our Wins

Our bargaining team fought hard at the table and won!

Tentative Agreement Overview

Term

Three-year term - New MOA from December 15, 2019 to December 17, 2022.

General Salary Increases & MBA

Effective December 29, 2019 – 2.5% increase
 Effective December 27, 2020 – 2.5% increase
 Effective December 26, 2021 – 2% increase

Market Base Adjustments

MBA increases for specific classifications effective January 12, 2020 and January 10, 2021. More than 50% of members will benefit from the MBA.

Standby Premium Pay

Increase from three to four HS Child Welfare Social Workers emergency response team.

Uniform Allowance

Increase to \$750. And addition to uniform allowance for RMA Technicians.

Deferred Compensation

New County matching tier. 4% employee contribution for 2% County match.

Flexible Benefits Program (Per pay period)

	2020	2021	2022
	12/15/19	12/23/20	12/12/21
EE/Opt-out	\$447	\$472	\$497
EE + 1	\$522	\$572	\$622
EE + Family	\$547	\$642	\$737

Part-time employees to receive 70% of full-time FCA.

Tuition Reimbursement

Increase from \$900 to \$2,000.

Vacation Accrual & Annual Leave

Creating a new tier for employees with 20 years and more and adding two additional days per year.

Holidays

Adding Day After Thanksgiving as a new paid holiday.

Bereavement Leave

Improvement of the Bereavement Leave language and requirements.

Local 721 Rights

Improvements in SEIU Local 721 rights in Negotiating Committee, Organizational Leave, New Employee Orientation sections, et al.

Language and/or Monetary Improvements

Salary on Temporary Promotion, License Endorsement Reimbursement, Certification Pay, Above and Underground Storage Tank Inspector Certification, License/Registration Reimbursement, International Code Council Certifications, Work Schedule Changes, Holiday Pay, Work on Holidays, Appropriate uses of Sick Leave, Letter of Expectation, Grievance Remedies.




YES Secure Our Future

This is our moment to strengthen our union power in Ventura County!

Dues Alignment Overview

A yes vote on Dues Alignment is a vote for the future of our county and region. County of Ventura members have been paying \$16.75 for over 30 years. With a phased in dues alignment vote we can secure resources that will help us fight for and win strong contracts in the future. The vast majority of SEIU Local 721 members already pay 1.5% of their salary – now it's time for us to catch up and invest in our region.

The average SEIU Local 721 County of Ventura member makes \$55,000 per year and all members contribute a flat rate of \$16.75 per pay period. With the first phase of this dues alignment plan, over 50% of members would actually be paying less in dues.

Your bargaining team overwhelmingly recommends a YES vote to approve our Dues Alignment.

The dues alignment plan is to be implemented in multiple phases:

Phase I will change our dues from a flat rate (\$16.75/per pay period) to a percentage based rate (0.75%), effective December 27, 2020.

Phase II will increase by 0.25% to percentage based rate (1%), effective December 26, 2021.

Dues will then increase by 0.1% each following year where there is a general salary increase until reaching 1.5%. (This may take up to 8 years or more.)

Please note, a "NO" vote means my dues are subject to the SEIU International Constitution (subject to annual increases). I further understand that a change in the Local's Bylaws may require me to begin paying the full 1.5% dues rate of the Local.

