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.
YES Secure Our Wins
Our bargaining team fought hard at the table and won!

Tentative Agreement Overview

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

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)

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<th></th>
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Part-time employees to receive 70% of full-time FCA.

Tuition Reimbursement
Increase from $900 to $2,000.

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.