

TIME TO VOTE!

☑ YES & ☑ YES

VOTE TIMES AND LOCATIONS

We'll be conducting Tentative Agreement and Dues Realignment votes at Riverside County locations **beginning on February 26 and continuing through March 17.**


Vote count will be conducted at the SEIU 721 Riverside Office (6177 River Crest Dr., Riverside) on Monday, March 18 at noon.

Find the worksite voting schedule at the QR code below.

When we fight, we win!


Voting Schedule



 "Riverside County members deserve the best. Voting YES and YES means we can continue to fight for and win fair wages, better benefits and stronger rights at work."
Meghan Boyd, SSP II

 "Riverside County members have proven that we're willing to do whatever it takes to win a historic deal. Investing in our union through a phased-in Dues Alignment is the next step in our success."
Tara Stoddart, RN

 "We've made amazing strides in Riverside County over the course of these negotiations. Now is the time to maintain that momentum with a YES Dues Alignment vote."
Christopher Jones, RN

 "A YES vote on phased-in Dues Alignment is a vote for our future! It's time to invest in the resources we need to continue winning big at the bargaining table."
Anthony Muniz, SSP III

 "A phased-in Dues Alignment will give Riverside County members the power and resources we need to enforce our new historic contract."
Kristen Dress, Ultrasound Technologist



County of Riverside 2024 Tentative Agreement Summary



☑ **YES** to Lock in Our Wins &
☑ **YES** to Secure Our Future

Congratulations! Our SEIU Local 721 bargaining team delivered on a historic 3-year contract with huge wins for Riverside County members - including across the board raises for all bargaining unit members, and a 33% increase to employer contributions to family health benefits!

Our elected bargaining team strongly recommends a YES vote to secure our new agreement and lock in our wins, and a YES vote to strengthen our union through a phased-in Dues Alignment.

Raises

| Salary Increase | Effective Date |
|-----------------|---|
| 5% | 1st pay period following Board of Supervisor approval of contract |
| 4% | May, 2025 |
| 4% | May, 2026 |

13% TOTAL
**In addition to raises, SEIU members will continue to receive annual merit/anniversary increases of 4% if not already at the top/maximum of the salary schedule
**Possible total increases of 25% through contract (depending on placement in the salary schedule).

Medical Benefits

| DATE | SINGLE | 2-PARTY | FAMILY |
|---------|--------|---------|--------|
| Current | \$873 | \$1561 | \$1561 |
| 11/24 | \$900 | \$1586 | \$1800 |
| 11/25 | \$925 | \$1611 | \$2087 |

**All members would transition to Flex Benefit contribution; medical premium subsidy contribution would no longer exist.

**33% increase in employer contribution toward Family Medical Insurance over life of contract!

SSP Caseload Language

- Caseload Goals – County will strive to achieve caseloads outlined in MOU.
- Consideration of SSP caseload in issuance of discipline
- Department to conduct quarterly caseload analysis to evaluate caseload distribution – cases may be distributed between offices for equitable balance
- System to monitor caseloads of individual SSPs
- SSP can request evaluation of caseload from manager – cases may be transferred to alleviate workload
- Department to provide monthly report of caseloads to County Executive Office

County Agrees to Address Current Employee Pay v. New Employees

County and SEIU can negotiate over fixing current employee pay when new employees are hired at the same or higher pay if current employees possess more experience and qualifications.

Contracting Out

Riverside County has agreed to reduce the use of Travelers at RUHS Medical Center by \$53 million - 50% of 2023 money (\$106 million) spent on contractors.

Taking on Responsibilities of a Higher Classification

5.5% additional pay if taking on the roles and responsibilities of a higher classification. Formerly, the County could be allowed to task you with those duties for a maximum of 480 hours without additional compensation.

Shift Differentials

- Evening Shift will increase from \$.60/hour to \$1.30/hour
- Night Shift will increase from \$1.20/hour to \$1.90/hour
- Command Post Evening Shift Differentials will increase from \$1.20/hour to \$1.70/hour and Night Shift will increase from \$1.50/hour to \$2.50/hour

Holidays

- Juneteenth added as additional holiday

Bilingual Pay for All hours worked

Formerly capped at regular hours and did not include overtime hours.

Park Maintenance Worker and Supervisor Heavy Equipment Differential

Fifty cents (\$0.50) per hour for time actually worked operating heavy equipment.

Waste Resources Saturday Differential

\$10/hour for working Saturdays

Pharmacist In-Charge Differential \$4/hour

Retiree Medical

1/26: \$25 increase employer contribution



YES on Phased-In Dues Realignment

Our historic new contract is the opportunity to build bargaining power and secure a strong future!

A phased-in Dues Realignment will give Riverside County members the power and resources required to enforce this historic contract. The realignment also helps us build on this momentum for future bargaining.

Our bargaining committee has been working on a structure that is fair and will make sense for all Riverside County members while also strengthening

our union so we can continue fighting for and winning the contracts we deserve.

In addition to the TA ratification vote, you will also vote on a phased-in Dues Realignment.

A phased-in Dues Realignment will allow us to ramp up our capacity to fight for and enforce even stronger contracts. We'll be joining the more than 80% of SEIU 721 members at the 1.5% dues standard set by our elected board.



| TIME FRAME | RAISE | DUES INCREASE | DUES RATE |
|----------------|------------|-------------------|-----------|
| CURRENT | 0 | | 0.4% |
| YEAR 1 | 5% | No increase | 0.4% |
| YEAR 2 -- 5/25 | 4% | Increase by 0.25% | 0.65% |
| YEAR 3 -- 5/26 | 4% | Increase by 0.25% | 0.9% |
| TBD | Minimum 3% | Increase by 0.25% | 1.15% |
| TBD | Minimum 3% | Increase by 0.25% | 1.4% |
| TBD | Minimum 3% | Increase by 0.1% | 1.5% |

****By end of MOU member dues rate will be .9%. The remaining .6% will be increased by two increments of .25% and one increment of .1% IF AND ONLY IF triggered by a minimum 3% raise.**

For example:

In 2027 members receive a 3% raise; this WILL increase the dues rate by .25% to a total of 1.15%.

In 2028 members receive a 2.75% raise, this WILL NOT trigger a dues rate increase because raise is less than 3% and will remain at 1.15%.

In 2028 members receive a 3% raise; this WILL trigger a dues rate increase by .25% for a total of 1.4% dues rate.

In 2029 members receive a 2.99% raise; this WILL NOT trigger a dues rate increase because raise is less than 3% and will remain at 1.4%.

In 2030 members receive a 4% raise; this WILL trigger a dues rate increase by .1% for a total of 1.5% final dues rate.

