

BARGAINING UPDATE #4 SEPTEMBER 25, 2025



We met with negotiators on Wednesday, September 24 and we still have not received an initial economic proposal from the county.

We will continue to fight for a strong contract so that **members can live where we work.**

We TA'd on three items - meal and rest breaks for hospital workers, employee list access by the Union, and on purchasing of prior service for VCERA.

We saw movement on overtime for Social Workers but have not reached an agreement on that item.

We also started a conversation about **compression and compaction** related to **SB 525** and minimum wage pay for all county workers. **See the other side of this flyer for details on SB 525.** ➡

We also presented on Market Equity Adjustments (MEA's) for 20 different job classifications and submitted more MEA's to the county. As you may recall, we had a process where members could submit proposals/cases for market equity adjustment for their job classifications.

Our next bargaining session will be on Wednesday, October 1st.

Our next CAT meeting will be Thursday, October 2nd (Zoom only) so keep an eye out for details on that meeting so you can attend and then share the bargaining updates with your coworkers.



WHAT IS SB 525?



SEIU members led the charge to help Senate Bill 525 (SB 525) pass the state House, Senate, and eventually get signed into law by the Governor.

Yes, WE did that.

SB 525 is landmark legislation that creates a \$25/hr healthcare worker minimum wage. SB 525 raised wages for more than half a million workers in hospitals, dialysis and community clinics, and nursing homes.

We are proud of passing historic legislation that helps recruit and retain more healthcare workers and improve access to care.

HOW DOES SB 525 AFFECT COUNTY OF VENTURA BARGAINING?

The County of Ventura embraced SB 525 and not only applied the minimum wage to hospital workers but it applied it to all county workers.

The side effect of the bill is that now some members are seeing that their minimum and maximum wage ranges in job classifications have shrunk. This is called **compression**. Also, some job classifications find that workers in job classifications beneath them are now approaching their wage ranges and this is called **compaction**.

In bargaining, we are working with the County on a way to address compression and compaction of job classifications and series that are affected by SB 525. This will positively affect members across Ventura County.