

BARGAINING UPDATE #7 OCTOBER 17, 2025



We went to the bargaining table on October 15th and 16th and countered the County's economic proposal with salary increase that will more than offset the health premium increases. The county slightly increased its salary proposal but we're still far apart.

The County offered:

- Year 1 – 2.75%
- Year 2 – 2.5%
- Year 3 – 2.25%

We also continued to call for the County to pay the increased cost of healthcare. County members cannot bear the burden of the increased costs. *See the back of this flyer for healthcare costs.* ➡

The County presented language to add Extra Help employees to the contract. However, their offer did not add any new benefits, and our team is working on a counter proposal.

GENERAL MEMBERSHIP MEETING - OCTOBER 23

All members are invited to our meeting next Thursday, October 23, to get the latest bargaining updates. The meeting will be from 6pm to 7pm at our SEIU 721 office and via Zoom. Stay tuned for more details.

Unfair Labor Practice (ULP) Strike Authorization Vote

We've documented the County's bad behavior during this bargaining period and have filed 4 Unfair Labor Practices charges.

Our bargaining team conferred and **strongly recommends a YES vote on an Unfair Labor Practice Strike Authorization.**

- The ULP strike authorization vote will **begin** on **Wednesday, October 22nd**
- The ULP strike authorization vote will **end** on **Friday, November 7th**

We don't want to go on strike, our goal is to win a strong contract. However this is an important tool to give the Bargaining Team the authority they need to push the County to stop its law breaking and win a strong contract.

Voting times and locations will be released on Monday, October 20th.



*For questions, contact your Worksite Organizer
or the Member Connection at (877) 721-4968.*

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HEALTHCARE PROPOSAL

A month ago, the County Board of Supervisors voted to increase healthcare premiums by 27%. This puts a massive burden on County workers.

Rate Increases

These are the rates for 2026 >>.

In 2026, the plans will increase by the bi-weekly amount to the right >>.

County's Proposal

Enrollment	EE	EE + 1	EE + 2
VCHCP HMO	\$524.71	\$1,048.45	\$1,362.70
Blue Shield Access + HMO	\$493.79	\$986.59	\$1,282.28
Blue Shield Trio	\$378.01	\$755.05	\$981.27
Blue Shield HDHP PPO	\$607.06	\$1,148.52	\$1,492.38

Percent Increase '25 to '26	
VCHCP HMO	27.2%
Blue Shield Access + HMO	12.1%
Blue Shield Trio	9.8%
Blue Shield HDHP PPO	16.7%

2025				Proposed 2026				Proposed Change from 2025 to 2026			
Level of Coverage	EE	EE + 1	EE + 2+	EE	EE + 1	EE + 2+	EE	EE + 1	EE + 2+	EE	EE + 2+
Flex Credit	\$ 509	\$ 779	\$ 983	\$ 519	\$ 835	\$ 1,073	\$ 103.23	\$ 170.31	\$ 204.64	\$ 10	\$ 90
(Surplus) or Out of Pocket after Flex											
Plan Provider	(Surplus) or Out of Pocket after Flex			(Surplus) or Out of Pocket after Flex			Increased Out of Pocket				
VCHCP HMO	\$ (72.16)	\$ 91.27	\$ 157.54	\$ 31.07	\$ 261.58	\$ 362.18	\$ 103.23	\$ 170.31	\$ 204.64		
Blue Shield Access+ HMO	\$ (44.09)	\$ 147.41	\$ 230.53	\$ 0.15	\$ 199.72	\$ 281.76	\$ 44.24	\$ 52.31	\$ 51.23		
Blue Shield Trio	\$ (140.57)	\$ (45.54)	\$ (20.32)	\$ (115.63)	\$ (31.82)	\$ (19.25)	\$ 24.94	\$ 13.72	\$ 1.07		
Blue Shield HDHP PPO	\$ 47.50	\$ 251.41	\$ 365.31	\$ 113.42	\$ 361.65	\$ 491.86	\$ 65.92	\$ 110.24	\$ 126.55		

*Including Dental and Vision Premiums