

BARGAINING UPDATE #9 OCTOBER 31, 2025



We went to the bargaining table on October 29th and 30th. The County countered on our salary proposal with:

- Year 1 – 3%
- Year 2 – 3%
- Year 3 – 3%

We continue to bargain over the County's contracting out of good union jobs. **Since 2019, contracting out has tripled!** Scan the QR Code below to see our **contracting out** Web page.



Ventura County Rolling Rallies continued this week in South Oxnard, Moorpark and Simi Valley — members showed up across the County to show support for the bargaining team and to let management know that their law breaking will not go unchecked.

ULP Strike Authorization voting ends on Friday, November 7th at 10am. Rolling Rallies are scheduled to continue until November 20th.

GENERAL MEMBERSHIP MEETING - NOVEMBER 6
All members are invited to our meeting next Thursday, November 6, 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.

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.