



Our bargaining team went to the bargaining table with County negotiators on November 12th, 13th, and 14th. The County also had a special closed session Board of Supervisors meeting on the 13th where they discussed union negotiations.

After the Board meeting, County negotiators increased their general salary proposal to:

- Year 1: 3.5%
- Year 2: 3.5%
- Year 3: 3.25%

We also had movement on Article 32 on workload language for CBS and Social Workers. And we TA'd on Article 12 with an increase to vacation buyback (120hrs after 5 years).

We're not only concerned about economics. SEIU 721 members have had it with management's bad-faith bargaining and ongoing violations of labor law. **Today, we filed three new Unfair Labor Practice charges** against the County for:

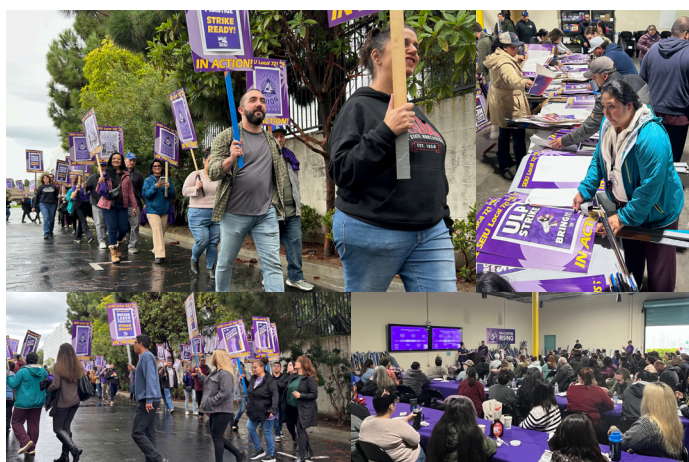
- Surveillance of union members
- Direct dealing
- Interference with members' protected rights

These ULPs add to the growing pattern of the County's unlawful behavior.

This week our bargaining team will be in negotiations Monday through Friday.

## UPCOMING ACTIONS

- **November 18** - Board of Supervisors action.  
Let's pack the chambers! 8am-11am
- **November 18** - Rolling Rally at the Government Center, 6:30am-8am and 11:30am-1:30pm
- **November 19** - Rolling Rally at HSA Telephone Rd./Market St., 4651 Telephone Rd. 11:30am -1:30pm
- **November 20** - Rolling Rally at VCMC 6:30am-8am and 11:30am-1:30pm
- **November 20** - General Membership Meeting SEIU 721 office and Zoom, 6pm-7pm



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

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