

LOCAL 721



SEIU

Riverside County Membership Meeting

Nov. 17, 2011

Comparison – Term of Contract

County of Riverside

- ▶ 3 year term

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- ▶ 3 year term

Comparison – Step/Merit Increases

County of Riverside

- ▶ Resume in Year 2
- ▶ Effective 07/01/2012
- ▶ Reduced 1 step increases
- ▶ No retroactive steps
- ▶ 2.71% increases

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- ▶ Resume Immediately
- ▶ Effective 12/01/2011
- ▶ Regular 2 step increases
- ▶ No retroactive steps
- ▶ 5.5% increases

Comparison – Salary Ranges

County of Riverside

- ▶ Add 2 salary steps (5.5%) to bottom of all job classes
- ▶ Effective 07/01/2012, add 1 salary step (2.71%) to top of all salary ranges

2.71% over term
in lieu of 8% EPMC

Means 5.29% pay cut!

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- ▶ Add 2 salary steps (5.5%) to bottom to entry level classes only
- ▶ Effective 1st pay period in January each year, add 1 salary step (2.71%) to top of all salary ranges

8.13% over term
in lieu of 8% EPMC

Means 0.13% increase!

Comparison – Benefits

County of Riverside

- ▶ No Increases

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- ▶ Short-Term Disability
Expand to Level II benefits
- ▶ FLEX contributions
Effective 11/29/2012
Increase to \$700/monthly
- ▶ Retiree Medical Benefits
Effective 06/26/2014
Increase up to \$200/monthly
- ▶ Free Vision Plan
Effective 01/01/2013

Comparison – Wage Increases

County of Riverside

- ▶ No COLA's

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- ▶ Effective 07/11/2013
3.5% COLA
- ▶ Effective 06/26/2014
1.5% COLA

5.0% COLA in Year 3

Comparison – Pensions

County of Riverside

- ▶ **New Hires**
2% @ 60 Formula
3 Year Average
- ▶ **Current Employees**
3% @ 60 Formula
Single Highest Year

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- ▶ **New Hires**
2.5% @ 55 Formula
3 Year Average
- ▶ **Current Employees**
3% @ 60 Formula
Single Highest Year

Comparison – Pensions

County of Riverside

- ▶ **New Hires & Non-Vested**
Effective 12/01/2011 8% EPMC

- ▶ **Vested Employees**

Immediately
Effective 12/01/2011 3% EPMC

7 months later
Effective 07/12/2012 6% EPMC

1 year later
Effective 07/11/2013 8% EPMC

No protection from future increases!

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- ▶ **New Hires & Non-Vested**
Effective 12/01/2011 8% EPMC

- ▶ **Vested Employees**

In 1.5 months
Effective 01/12/2012 3% EPMC

1 year later
Effective 01/10/2013 6% EPMC

1 year later
Effective 01/09/2014 8% EPMC

Max cap of 8% on contributions

Comparison – Parity Studies

County of Riverside

- ▶ No parity studies
- ▶ *Discuss* recruiting and retention issues in:

Sheriff's Department

Registered Nurses at
RCRMC & Arlington
Campus only

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- ▶ Resume parity studies for all classifications
- ▶ Resolve recruiting and retention issues in all classifications

Comparison – Fairness Agreement

County of Riverside

- ▶ Excludes Executive Management, Elected Officials, Executive Law Enforcement, RSA & DDA
- ▶ Only applies to across-the-board increases in wages or benefits
- ▶ Excludes resume regular step increases
- ▶ Excludes pension reform

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- ▶ Excludes only RSA & DDA
- ▶ Applies to any increases in wages or benefits
- ▶ Includes resuming any step increases
- ▶ Includes pension reform

Comparison – Furloughs

County of Riverside

- ▶ No mandatory furloughs

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- ▶ 12/01/2011 – 06/27/2012
42 hours of furloughs (2%)
- ▶ 06/28/2012 – 06/26/2013
104 hours of furloughs (5%)

May be cancelled by any
Department Head

Does not apply to employees
in 24/7 operations, such as
RN's, Fire or Sheriff

Does not apply to employees
that are not funded by General
Fund, such as Flood

County of Riverside

- ▶ Add in-laws to sick leave
- ▶ Limited Salary
Compaction Remedy
- ▶ Restrict Union Rights
- ▶ Payroll Advices
- ▶ Temporary Promotions
- ▶ Tentative Agreements

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- ▶ Add in-laws to sick leave
- ▶ Permanent Salary
Compaction Remedy
- ▶ Protect Union Rights
- ▶ Payroll Advices & Errors
- ▶ Temporary Promotions &
Working-out-of-Class
- ▶ Tentative Agreements

County of Riverside

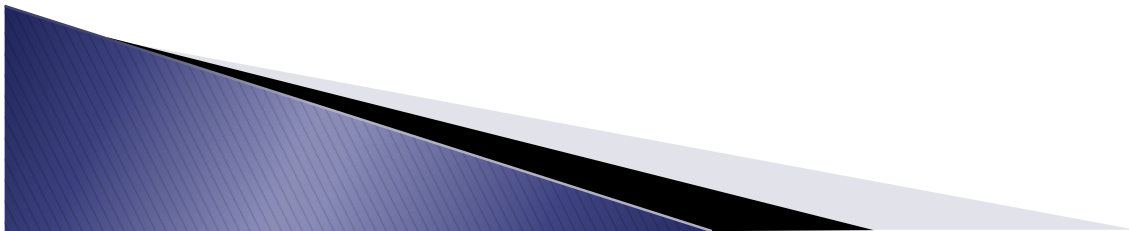
- ▶ Dismiss all legal actions
- ▶ No further non-economic improvements

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- ▶ Vacation Change Notice
- ▶ Transfers
- ▶ Military Benefit Leave
- ▶ Add brother-in-law & sister-in-law to use of bereavement Leave
- ▶ No layoffs out of seniority
- ▶ Many other non-economic improvements

Imposition – Terms & Conditions

- ▶ County may impose some or all of LBFO terms for 1 year only.
- ▶ Must have exhausted *any* possibility of reaching agreement on mandatory subjects of bargaining.
- ▶ **NO CONTRACT!**
- ▶ County must bargain over all changes.
- ▶ Must negotiate prior to adoption of annual budget.
- ▶ No strike clause (may do job actions) in effect.



Authorization Voting Guidelines

- ▶ Clearly mark only one selection on ballot.
- ▶ Must enclose ballot in secret envelope.
- ▶ Sign outer envelope and include your CEID#.
- ▶ Deposit in ballot box or deliver to SEIU office by noon on Monday, 11/21/2011.
- ▶ Invalid ballots will be discarded.



Still Have Questions?

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Visit our website at:

www.seiu721.org

Follow link to Riverside County
Bargaining Update

or

E-mail the bargaining team at:

rivcoseiu@gmail.com

