



Negotiations Update

SEIU Local 521

August 14, 2024

The County of Monterey continues to engage with SEIU Local 521 in good faith negotiations for a successor Memorandum of Understanding (MOU)/contract.

Throughout the negotiation process, the County is dedicated to addressing differences in a professional, fair, and efficient manner.

This communication is intended to provide all interested parties with a general update on the progress of the negotiations.

General Negotiations Updates:

- Parties have held a total of 19 bargaining sessions.
- Parties have scheduled negotiation dates through the end of August 2024.
- To date parties have exchanged a total of 109 proposals of which:
 - 39 Tentative Agreements have been reached.
 - 18 remain in active negotiations.
 - 52 proposals have been withdrawn.

Negotiations Highlights

August 14, 2024

- Parties began negotiations on March 13, 2024
- The County's economic package proposal, passed to SEIU on August 14, 2024, includes:
 - 9% base wage increases over a 3-year contract term (3% per year)
 - Longevity pay of 2.5% after 10 years of service, 3.5% after 15 years of service and 5.5% after 20 years of service
 - Extending Winter Recess for the term of the agreement
 - Adding Cesar Chavez holiday effective calendar year 2025
 - Fixed dollar amount County contribution for health insurance which would result in a \$0 out of pocket for the PERS Gold plan for all tiers (employee only, employee plus one and employee plus family) and an increase to the fixed dollar amounts equal to 5% in years 2026 and 2027.