



Negotiations Update

SEIU Local 521

August 21, 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.

Negotiations Highlights:

- Parties began negotiations on March 13, 2024
- Parties have held a total of 20 bargaining sessions.
- The County issued a Last Best and Final package economic proposal on August 21, 2024. This package economic proposal includes the following options:

Option 1: 3 Year Term

- Base Wage Increases:
 - 3% in year 1, 3% in year 2 and 4% in year 3 **WITH** 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. **OR**

- 4% in year 1, 4% in year 2 and 4% in year 3 **WITH NO** Longevity Pay.
- **Health Insurance:**
 - Fixed dollar amount County contribution for health insurance which would result in a \$0 out of pocket for the PERS Gold plan, dental and vision coverage for all tiers (employee only, employee plus one and employee plus family) and an increase to the fixed dollar amounts equal to 8% in years 2026 and 2027.
- **Additional Terms:**
 - Extending Winter Recess for the term of the agreement
 - Adding Cesar Chavez holiday effective calendar year 2025

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| Option 2: 2 Year Term |
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- **Base Wage Increases:**
 - 3% in year 1 and 3% in year 2 **WITH** 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. **OR**
 - 4% in year 1 and 4% in year 2 **WITH NO** Longevity Pay.
- **Health Insurance:**
 - 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 year 2026.
- **Additional Terms:**
 - Extending Winter Recess for the term of the agreement

- Adding Cesar Chavez holiday effective calendar year 2025

Additional Updates:

- SEIU bargaining team rejected the County's Last Best and Final Offer and advised County representatives that SEIU would be presenting the County's Last Best and Final Offer to the SEIU membership for a vote in conjunction with a strike authorization vote.
- Parties have cancelled the remaining meeting scheduled in August and SEIU has advised County representatives that they will be in contact once their vote results are available.