

Breakthrough in Bargaining

**Currently on the table is the same offer the Coalition has,
but CWA got more!**

CWA's diligence at the bargaining table has paid off.

Our bargaining committee reports that;

- The County has agreed to a reclassification study covering at least *110 eligibility specialist workers who would get a minimum of 5% pay increase by moving into a higher title.* The County has agreed to study, in conjunction with the Union, the consolidation of the Eligibility Specialist and Employment and Eligibility Specialist classifications. Subject to approval the consolidation/reclassification would become effective in July, 2010 at the start of the new fiscal year.
- The County and Union agree to establish a new committee to review, discuss and make recommendations on caseload/workload limits. The County will be represented at the Assistant Director level. The union will appoint three members. *This will give us the opportunity to limit our ever growing case load and the mechanism to do that.*
- **Me Too Clause in Writing:** "Should other bargaining units receive across the board salary and/or cafeteria plan increases, SSW unit members will receive an equivalent increase."
- The Health Plan proposal from the County remains the same:
 1. No increase to County contributions in the 2009-2010 fiscal year.
 2. Sick leave conversion will be calculated at the Employee A amount *at the time of retirement.*
 3. *Employees hired after June 30, 2010* are not eligible for conversion of sick leave to health insurance.
- PERS employee contributions are off the table.

The bargaining committee is considering these proposals and we will have explanation meetings on January, 6th, and 7th.

Decertification Voting Information

In the meeting to determine when and how the decertification vote would take place the Union objected to the voting before PERB has made their decision. The County waived our objections and is proceeding. The Union is considering what actions, if any, will be taken.

The decertification ballots will be mailed on Jan. 4, 2010.

Ballots must be received by January 19, 2010.

Ballots will be counted on January 20, 2010, at a County location to be announced.

December 21, 2009