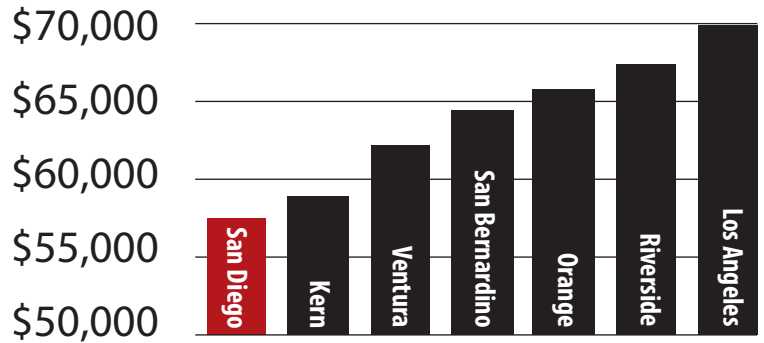




FALLING BEHIND

Services in San Diego County are in crisis because of high employee turnover, chronic vacancies in critical positions and across the board short staffing. The main problem is that San Diego wages are not competitive with other Southern California counties. The crisis hurts the most vulnerable residents of San Diego County. **Ironically, many County employees depend on food assistance from CalFresh and other public benefits to support their families.** Our bargaining proposals will reduce turnover, increase the quality of County services and improve the economy of the region. In addition, we are demanding that staffing be set with manageable caseloads and the ability to maintain services when employees are sick or on leave.

Average San Diego County employee pay versus other Southern California counties



COUNTY PROPOSAL

County proposes **5-year contract**

WAGES

No equity increases

- 2017** – 3 percent + \$750 pretax one-time bonus
- 2018** – 3 percent + \$750 pretax one-time bonus
- 2019** – 3 percent + \$750 pretax one-time bonus
- 2020** – 2 percent + \$1500 pretax one-time bonus
- 2021** – 2 percent + \$1500 pretax one-time bonus

HEALTH

7 percent increase in flex spending

RETIREMENT

Tier D for new hires after June 2018

SEIU LOCAL 221 PROPOSAL

Union proposes a **3-year contract**

WAGES

Equity increases

- 2017** – 6.25 percent
- 2018** – 6.25 percent
- 2019** – 6.25 percent

HEALTH

7 percent increase OR cover cost of **family coverage**

RETIREMENT

Retain current pension

Tell the Board of Supervisors what the people of San Diego County deserve

5 - 8 p.m. Wednesday, June 14
1600 Pacific Highway, San Diego 92101

The Board of Supervisors, who voted themselves 12.5 percent raises earlier this year, will have an evening budget hearing on June 14. The hearing was scheduled in the evening at the request of the members of the coalition who advocated for a transparent process. This is our opportunity to address the Board of Supervisors and tell them how they should spend our annual budget, which is more than \$5 billion. If you think the County should stop hoarding reserves and start investing in children, seniors and families, come to the hearing and tell the Supervisors. Please note that the hearing begins at 5:30 but we recommend that you arrive at 5 pm.





COUNTY MUST DO BETTER

We, the undersigned, support the proposals from our bargaining team and oppose the proposals from management's team.

NAME	CELL PHONE*	PERSONAL EMAIL	BARGAINING UNIT	SIGNATURE	COUNT ON ME JUNE 14
1 _____	() _____	_____	_____	_____	<input type="checkbox"/>
2 _____	() _____	_____	_____	_____	<input type="checkbox"/>
3 _____	() _____	_____	_____	_____	<input type="checkbox"/>
4 _____	() _____	_____	_____	_____	<input type="checkbox"/>
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19 _____	() _____	_____	_____	_____	<input type="checkbox"/>
20 _____	() _____	_____	_____	_____	<input type="checkbox"/>

*By providing my phone number, I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 787753 to stop receiving messages. Text HELP to 787753 for more information.