



County's Economic Proposal Puts Us Further Behind



May 24, 2024 Marion County Employee's Bargaining Newsletter

Your bargaining team expressed frustration with management's bargaining strategy in April and May, where we finally saw some meaningful movement at our last bargaining session. We have brought forth many articles and language changes that will benefit our membership surrounding health, wages, recruitment/retention, safety/security, and more that the county has rejected or proposed to keep as current contract language. Bargaining is a process that includes initial proposals and counter proposals. It is very difficult to bargain without actual counter proposals and/or any type of collaboration.

Healthcare: Management has proposed a \$50 increase to the employer contribution for the health insurance premiums in each year of the contract. This past year health insurance premiums for County employees jumped to an all-time high, causing many to have to pay upwards of \$300/month for their health insurance. **A proposal that is certain to increase our out-of-pocket costs, is simply unacceptable.**

Wages: Management has rejected our proposal to add a longevity step increase for 20 years and 25 years of service. They rejected adding language that changes the longevity structure to protect employees from being bumped out of their earned longevity pay due to a Market Study Change. Management also rejected our proposal to increase the cell phone pay stipend or add an additional differential for workers who have the added duty of translating documents. And they've only offered a 2% cost-of-living adjustment on July 1st of each year for 2 years. **We need a contract that lifts wages for workers and shows workers they are valued for their continued contributions to the County.**

Comp Credits and Remote Work: Due to the hiring crisis at Marion County, we proposed to bring back the 2 weeks of compensation credits (pay and play) for all, and options for remote work as benefits to help Marion County be a competitive employer to attract and retain employees -- thus helping with the heavy workloads many are experiencing. Management has rejected both proposals, with a very hard "NO".

Holidays: Management has rejected adding the Day after Thanksgiving as a holiday, despite the fact that many of the comparator counties they use as well as the State recognize this day as a holiday. **Why should we be treated any differently?**

- FROM THE COUNTY:**
- *\$50 increase to employer paid premium each year of the contract.
 - *No to adding any remote work language.
 - *No to adding 2 additional longevity step increases.
 - *No to adding language that protects employees from being bumped out of their earned longevity pay.
 - *No to bringing comp credits back as a benefit.
 - *2% cost-of-living adjustment July 1st of each year for 2 years.
 - *No to the Day after Thanksgiving.

Do your part! Sign the petition today ([LINK HERE](#)) for a Fair Contract that says "NO" more out-of-pocket costs to health insurance and "YES" to raises that lift us all up and proposals that show employees that they ARE valued!!! Join us for Tacos and Rally for a Fair Contract on June 5th, 4:30pm to 7:00pm at the Health Dept. Building - 3160 Center Street NE, Salem – left side of the building

Questions? Please email your bargaining team members: Kristina Ballow, Walt Wick, Diana Dickey, Steven Jackson, Eden Farias, Jonathan Sanford, Karen Hilker, Gregory Desmond, Alice Robinson or your field Organizer, Irene Hunt at hunti@seiu503.org.