



SEIU Local 1021 Calaveras County Water District

Bargaining Update for July 6, 2021

WE HAVE A TENTATIVE AGREEMENT



On Tuesday, June 29, **your elected Bargaining Team reached a tentative agreement** with Calaveras County Water District management. (Details on the other side.)

Your elected Bargaining Team is recommending a yes vote.

Join your fellow workers for this important meeting:

TUESDAY, JULY 6
12 - 1 p.m.

CCWD District Office
120 Toma Ct
San Andreas, CA 95249

Ratification vote
will take place from 1 to 1:30 p.m.

TENTATIVE AGREEMENT HIGHLIGHTS

- Implementation of a 457 plan with a company match of \$1,000 on year two of the agreement. The 457 is priced out at .5% of a COLA, so instead of getting 3% on year 2 of the agreement, the folks wanted to go with 2.5% and start the retirement plan.
- PTO soft cap set to 380
- Colas (4% year one, 2.5 year two, 3% year three, 2.5% year four and 2% year 5)
- Lifted CERT Caps
- Made Veterans Day a holiday, not a floater
- Long term union release language
- Redefined on-call from Friday to Friday
- Fought back all takeaways that they wanted into policy and out of MOU

Mike Samarano, the supervisor for the Mechanical Division and a negotiator on the bargaining team, said, “What’s different about the most recent round of contract negotiations was the unmistakable sense of unity among all the Calaveras County Water District workers. **Classifications of every kind came together. Our unity was never more apparent than all of the workers voting one-hundred percent for strike authorization.** The tentative agreement prevents us from falling behind the curve and staying competitive. We have asked for a match for deferred compensation with our 457 plan in the past three to four contracts. With this new contract, we got a company match of \$1,000 on year two of the agreement. **Because the contract will be for five years, I feel a sense of relief. We can get back to the work of providing water and sewer service to the residents of Calaveras County.**”

Jeremy Wood, distribution worker and a negotiator on the bargaining team, said, “The cost-of-living adjustments are vital. **With workers getting raises for the next five-year period, we can stay competitive. The new contract will be great for recruitment.** We went all-in as all classifications were united at the bargaining table. **I am genuinely happy with the results and what we could win for all Calaveras County Water District workers.**”