

Closed Session



Katherine Douglas *Public Comment - Group 1*

From: Israel Diaz <paragonizz@yahoo.com>
Sent: Wednesday, July 10, 2024 8:37 AM
To: Supervisor Das Williams; Laura Capps; Joan Hartmann; Supervisor Nelson; Steve Lavagnino; Mona Miyasato; sbcob
Subject: "Why do you think we are worth less than the rising cost of inflation?" OR "Don't balance the County's budget on the backs of County workers!"

Caution: This email originated from a source outside of the County of Santa Barbara. Do not click links or open attachments unless you verify the sender and know the content is safe.

Dear Honorable Board of Supervisors Members: Supervisor Das Williams, Supervisor Laura Capps, Supervisor Joan Hartmann, Supervisor Bob Nelson, and Supervisor Steve Lavagnino

My name is Israel Diaz and I am writing to you about the current labor contract negotiations between SEIU Local 620 and the County of Santa Barbara. SEIU Local 620 represents several bargaining units at the County and represents the largest amount of County employees. I am currently employed with the Probation Department as a Pretrial Specialist.

Every contract cycle, the union and our representatives and the county and its representatives meet to bargain in good faith to reach a deal that both parties can agree to. Unfortunately, we are far away from reaching an agreement with the County and it has been communicated with us that the county has reached its authority on what can be bargained for. We cannot accept the current offers we are getting from the county in good faith to our membership.

We understand our demands have a fiscal impact on the county's budget but we the membership of SEIU 620 need more than a 3.25% salary increase the first year and more than 2.5% for subsequent years. Our cost-of-living adjustments have not been keeping up with the rate of inflation per the consumer price index. The costs of essential goods and services continue to increase and the cost to live a respectable life in the County of Santa Barbara is expensive.

Our members have families, and the high costs of the employee +1 and employee +2 insurance plans is restricting our members' ability to afford quality healthcare. Food, shelter, gas, and healthcare are basic necessities that your employees need to survive in this county and according to the Consumer Price Index the price of all these basic necessities continue to increase.

We hope that The County will be able to show the employees who perform critical public service jobs throughout the County of Santa Barbara that they truly value them by bargaining a good contract that can help our members thrive.

Respectfully,
Israel Diaz

Katherine Douglas

From: Elizabeth Barbosa <bethbarbosa@gmail.com>
Sent: Wednesday, July 10, 2024 11:23 AM
To: Supervisor Nelson; Joan Hartmann; Steve Lavagnino; Mona Miyasato; Supervisor Das Williams
Cc: sbcob
Subject: "Don't balance the County's budget on the backs of County workers!"

Caution: This email originated from a source outside of the County of Santa Barbara. Do not click links or open attachments unless you verify the sender and know the content is safe.

Dear Honorable Board of Supervisors Members: Supervisor Das Williams, Supervisor Laura Capps, Supervisor Joan Hartmann, Supervisor Bob Nelson, and Supervisor Steve Lavagnino
My name is **Elizabeth Barbosa** and I am writing to you about the current labor contract negotiations between SEIU Local 620 and the County of Santa Barbara. SEIU Local 620 represents several bargaining units at the County and represents the largest amount of County employees. **SEIU Local 620, psychiatric nurse senior.**

Every contract cycle, the union and our representatives and the county and its representatives meet to bargain in good faith to reach a deal that both parties can agree to. Unfortunately, we are far away from reaching an agreement with the County and it has been communicated with us that the county has reached its authority on what can be bargained for. We cannot accept the current offers we are getting from the county in good faith to our membership.

We understand our demands have a fiscal impact on the county's budget but we the membership of SEIU 620 need more than a 3.25% salary increase the first year and more than 2.5% for subsequent years. Our cost-of-living adjustments have not been keeping up with the rate of inflation per the consumer price index. The costs of essential goods and services continue to increase and the cost to live a respectable life in the County of Santa Barbara is expensive.

Our members have families, and the high costs of the employee +1 and employee +2 insurance plans is restricting our members' ability to afford quality healthcare. Food, shelter, gas, and healthcare are basic necessities that your employees need to survive in this county and according to the Consumer Price Index the price of all these basic necessities continue to increase.

We hope that The County will be able to show the employees who perform critical public service jobs throughout the County of Santa Barbara that they truly value them by bargaining a good contract that can help our members thrive.

Elizabeth Barbosa

Katherine Douglas

From: Eva Taborek <eva.taborek@gmail.com>
Sent: Wednesday, July 10, 2024 8:25 PM
To: Supervisor Das Williams; Laura Capps; Joan Hartmann; Supervisor Nelson; Steve Lavagnino; Mona Miyasato
Cc: sbcob
Subject: Don't balance the County's budget on the backs of County workers!

Caution: This email originated from a source outside of the County of Santa Barbara. Do not click links or open attachments unless you verify the sender and know the content is safe.

Dear Honorable Board of Supervisors Members: Supervisor Das Williams, Supervisor Laura Capps, Supervisor Joan Hartmann, Supervisor Bob Nelson, and Supervisor Steve Lavagnino

My name is Eva and I am writing to you about the current labor contract negotiations between SEIU Local 620 and the County of Santa Barbara. SEIU Local 620 represents several bargaining units at the County and represents the largest amount of County employees. I am a nurse and I have worked with the Public Health Department for 10 years.

Every contract cycle, the union and our representatives and the county and its representatives meet to bargain in good faith to reach a deal that both parties can agree to. Unfortunately, we are far away from reaching an agreement with the County and it has been communicated with us that the county has reached its authority on what can be bargained for. We cannot accept the current offers we are getting from the county in good faith to our membership.

We understand our demands have a fiscal impact on the county's budget but we the membership of SEIU 620 need more than a 3.25% salary increase the first year and more than 2.5% for subsequent years. Our cost-of-living adjustments have not been keeping up with the rate of inflation per the consumer price index. The costs of essential goods and services continue to increase and the cost to live a respectable life in the County of Santa Barbara is expensive.

Our members have families, and the high costs of the employee +1 and employee +2 insurance plans is restricting our members' ability to afford quality healthcare. Food, shelter, gas, and healthcare are basic necessities that your employees need to survive in this county and according to the Consumer Price Index the price of all these basic necessities continue to increase. We have spent our Public Health careers advocating for the disadvantaged in our community. And now, we need someone to advocate for us. I love Santa Barbara, but I am not sure I will be able to continue living here if my pay does not keep up with rising costs.

We hope that The County will be able to show the employees who perform critical public service jobs throughout the County of Santa Barbara that they truly value them by bargaining a good contract that can help our members thrive.

Thank you,

Eva

Katherine Douglas

From: ALICIA MERA <ripgil4u@yahoo.com>
Sent: Wednesday, July 10, 2024 9:42 PM
To: sbcob
Subject: Fw: Get those letters in! Last day is THIS Friday!

Caution: This email originated from a source outside of the County of Santa Barbara. Do not click links or open attachments unless you verify the sender and know the content is safe.

Dear Honorable Board of Supervisors Members: Supervisor Das Williams, Supervisor Laura Capps, Supervisor Joan Hartmann, Supervisor Bob Nelson, and Supervisor Steve Lavagnino

My name is Alicia T Mera and I am writing to you about the current labor contract negotiations between SEIU Local 620 and the County of Santa Barbara. SEIU Local 620 represents several bargaining units at the County and represents the largest amount of County employees. **[Please include which bargaining unit you are with and share what you do for the county]**

Every contract cycle, the union and our representatives and the county and its representatives meet to bargain in good faith to reach a deal that both parties can agree to. Unfortunately, we are far away from reaching an agreement with the County and it has been communicated with us that the county has reached its authority on what can be bargained for. We cannot accept the current offers we are getting from the county in good faith to our membership.

We understand our demands have a fiscal impact on the county's budget but we the membership of SEIU 620 need more than a 3.25% salary increase the first year and more than 2.5% for subsequent years. Our cost-of-living adjustments have not been keeping up with the rate of inflation per the consumer price index. The costs of essential goods and services continue to increase and the cost to live a respectable life in the County of Santa Barbara is expensive.

Our members have families, and the high costs of the employee +1 and employee +2 insurance plans is restricting our members' ability to afford quality healthcare. Food, shelter, gas, and healthcare are basic necessities that your employees need to survive in this county and according to the Consumer Price Index the price of all these basic necessities continue to increase. **[Please share about any personal financial decisions you are forced to make and why it is important for the Board of Supervisors to give us an increase].**

We hope that The County will be able to show the employees who perform critical public service jobs throughout the County of Santa Barbara that they truly value them by bargaining a good contract that can help our members thrive.

Alicia T Mera


Begin forwarded message:


On Wednesday, July 10, 2024, 4:03 PM, Mera, Alicia <AMera@sbcphd.org> wrote:

From: SEIU Local 620 <laura@seiulocal620.ccsend.com>
Sent: Wednesday, July 10, 2024 10:56 AM
To: Mera, Alicia <AMera@sbcphd.org>
Subject: Get those letters in! Last day is THIS Friday!


Caution: This email originated from a source outside of the County of Santa Barbara. Do not click links or open attachments unless you verify the sender and know the content is safe.







Let's chat with the Board of Supervisors!



Time to flood the BOS with emails!

This is an **ALL HANDS ON DECK** action!

Last day to turn the letters in is this Friday!

How this will work:

YOU, your co-workers, your family, your friends, your neighbors, that one guy who walks his dogs by your house (*maybe not that guy*), but everyone willing! Everyone needs to send an email to each Board of Supervisor. We have a form letter email ready to go below! You just need to add your name and a few details. **OR**, you can write your own letter!

*LETTERS MUST COME FROM YOUR PERSONAL EMAIL ADDRESSES

We are telling the BOS what it is like trying to support ourselves and/or our loved ones when the County's proposed raises are below the rate of inflation!

Simply Copy & Paste the BOS email addresses below to the Recipient line "To".

Email addresses of the Board of Supervisors:

****Adding this email address will ensure that our comments get reflected in the record and online!***

- SupervisorWilliams@countyofsb.org
- lcapps@countyofsb.org
- jhartmann@countyofsb.org
- nelson@bos.countyofsb.org
- steve.lavagnino@countyofsb.org
- mmiyasato@countyofsb.org

In the Subject line please use either, ***"Why do you think we are worth less than the rising cost of inflation?"*** OR ***"Don't balance the County's budget on the backs of County workers!"***

Below is the body of the email that you can Copy & Paste:

Dear Honorable Board of Supervisors Members: Supervisor Das Williams, Supervisor Laura Capps, Supervisor Joan Hartmann, Supervisor Bob Nelson, and Supervisor Steve Lavagnino

My name is **[enter name here]** and I am writing to you about the current labor contract negotiations between SEIU Local 620 and the County of Santa Barbara. SEIU Local 620 represents several bargaining units at the County and represents the largest amount of County employees. **[Please include which bargaining unit you are with and share what you do for the county]**

Every contract cycle, the union and our representatives and the county and its representatives meet to bargain in good faith to reach a deal that both parties can agree to. Unfortunately, we are far away from reaching an agreement with the County and it has been communicated with us that the county has reached its

authority on what can be bargained for. We cannot accept the current offers we are getting from the county in good faith to our membership.

We understand our demands have a fiscal impact on the county's budget but we the membership of SEIU 620 need more than a 3.25% salary increase the first year and more than 2.5% for subsequent years. Our cost-of-living adjustments have not been keeping up with the rate of inflation per the consumer price index. The costs of essential goods and services continue to increase and the cost to live a respectable life in the County of Santa Barbara is expensive.

Our members have families, and the high costs of the employee +1 and employee +2 insurance plans is restricting our members' ability to afford quality healthcare. Food, shelter, gas, and healthcare are basic necessities that your employees need to survive in this county and according to the Consumer Price Index the price of all these basic necessities continue to increase. **[Please share about any personal financial decisions you are forced to make and why it is important for the Board of Supervisors to give us an increase].**

We hope that The County will be able to show the employees who perform critical public service jobs throughout the County of Santa Barbara that they truly value them by bargaining a good contract that can help our members thrive.

[Your name]

.....
We would like to start the letters ASAP! And wrap up by July, 12th. Again, we need to involve everyone!

You, your co-workers, family & friends! It is crucial that we move the table and get a decent Cost of Living raise!

Please reach out to Susan Thomas for any questions: susan@seiulocal620.org

Don't forget about the rallies in July! [Rally Flier Link](#)

Together we will rally for a living wage!

Katherine Douglas

From: Debbi Ashby <naia47@yahoo.com>
Sent: Thursday, July 11, 2024 9:49 AM
To: sbcob; Supervisor Das Williams; Laura Capps; Joan Hartmann; Supervisor Nelson; Steve Lavagnino
Cc: Mona Miyasato
Subject: It is necessary and just to provide a living wage for SB county public servants

Caution: This email originated from a source outside of the County of Santa Barbara. Do not click links or open attachments unless you verify the sender and know the content is safe.

Dear Honorable Board of Supervisors Members: Supervisor Das Williams, Supervisor Laura Capps, Supervisor Joan Hartmann, Supervisor Bob Nelson, and Supervisor Steve Lavagnino,

My name is Debbi Ashby and I am writing to you as a dedicated, hard-working public servant employed with the Santa Barbara County Dept of Behavioral Wellness as a Behavioral Wellness Practitioner II for 28 yrs now. I'm greatly concerned about the current labor contract negotiations between the union that represents me - SEIU Local 620 - and the County of Santa Barbara. As I'm sure you already know, SEIU Local 620 represents several bargaining units which comprise the largest number of County employees. My bargaining unit is 24 ADM, TEC, OF, HS N-SUPERV.

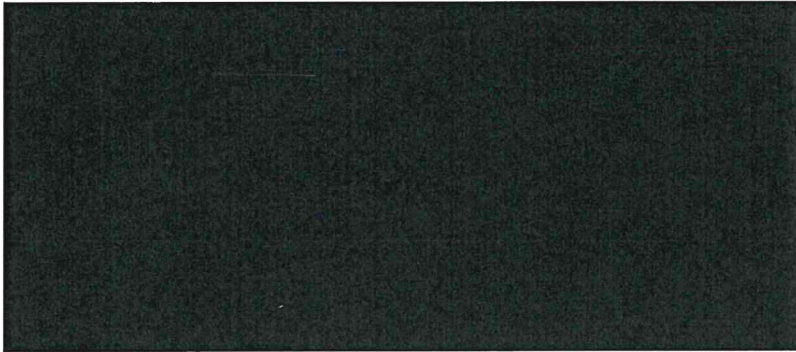
I'm also sure that you are up to date on the current meetings between SEIU Local 620 and our county employee representatives with the County and its representatives in an attempt to reach a deal that both parties can agree to. Sadly, we have yet to arrive at an agreement with the County that is equitable and just for its employees. The current offer from the County is simply unacceptable. In our view it represents how little the decision-makers in this County value and appreciate (in a genuinely meaningful way) the critical public services we provide every day to the inhabitants of this County, regardless of any official County statements to the contrary.

Having witnessed these kind of contract negotiations and specifically our Dept's budgetary challenges for many years, I do understand the fiscal impact of our proposals on the County's overall budget. The quality of the work the membership of SEIU Local 620 consistently provides merits more than a 3.25% salary increase the first year and 2.5% for subsequent years. The County's currently proposed cost-of-living adjustments have not even come close to keeping pace with one of the highest rates of inflation (from 2021 to the present and as measured by the CPI) in modern history. Unfortunately the costs of essential goods/services and basic necessities continue to increase significantly while salaries have by and large remained stagnant. Consequently, we are struggling desperately to survive economically in an area with one of the highest, and continually rising, cost of living in the nation. It is not unreasonable to view the County as our employers contributing significantly to that struggle.

One example is how the unreasonably high premium costs of the employee health insurance plans offered by the County that include one or more dependents. When those premiums cost almost half of our net pay, employees have no choice but to try and obtain MediCal or the substantially more restricted coverage of CA Covered Care health insurance plans for their dependents. From my perspective reality alone is an embarrassment for the County. In my personal situation, the seriously inequitable COLA's that the County has and continues to offer relative to the rate of inflation from 2021 to the present, has in effect resulted in a 20+% decrease in my available income to cover

monthly costs of living. With special needs children and an elderly parent to look after with only my County salary to rely on, I'm faced with the possibility of losing my home and having to move out this area entirely. I've lived locally for over 39 yrs and the thought of moving away in order to survive economically is heartbreaking.

For one example of the dedication and excellent service with which County employees perform critical public services, please check out our Dept's vimeo/YouTube video: Your County, Your Heroes [Santa Barbara County Heroes - Margie Hunt](#) . It highlights the value of some of the services that our membership provide throughout the County of Santa Barbara. It is my sincere hope that the County will move beyond their superficial words of appreciation for its employees and towards authentically respecting the sacrifices we make to serve the public in this County through the concrete action of providing the equitable pay/COLA's that *we have earned and continue to earn*.



Santa Barbara County Heroes - Margie Hunt

Thank you for your time and consideration,

Debbi Ashby

805-709-3097

naia47@yahoo.com