

# **The Gritty FACTS.**

**We got a 3.5% raise in October 2014 and another 3.5% raise in June 2015. This was at a time when other unions were getting very little or nothing.**

**That adds up to 7% in less than a year. But that little fact can't be properly understood unless you know that was the only raise we got from July 2007 to the present.**

**During the same period inflation went up 1% And even the County admits that the 7% percent was not really 7% because they imposed added pension costs on us.**

**Taking that into account, our raise from July 2007 to now was effectively 2.47% while inflation was 16%. And that doesn't even address increased health insurance costs.**

**Fairness requires looking at how far behind we are in pay. Real fairness requires addressing inequities of pay. When ETs and EESs do the job that that they do, serving the MOST VULNERABLE members of the community, and we are still paid less than Storekeepers. There is something grossly wrong that. Today was another opportunity for the county to present an offer that represents Fairness & Respect.**

**They offered an increase of .5% taking us to 2%.**

**Let's back up our demand for pay fairness with the united strength of our presence at the Board of Supervisors meeting on January 24!**