

TO: County Office Employees

FROM: SCCOE & SEIU

DATE: January 17, 2023

RE: Joint Update on Negotiations With SEIU

The County Office and SEIU bargaining teams have reached a tentative agreement on a 2-year closed contract from September 1, 2022, through August 31, 2024.

The parties agreed to a 10% salary increase for the 2022/2023 contract year and a 5% salary increase for the 2023/2024 contract year for all members of the OSS, OTBS, and Paraeducators Units. All positions in the Paraeducators Unit will also receive an additional salary increase of 2.5% effective September 1, 2022, and another 2.5% salary increase effective September 1, 2023. In addition, the parties agreed to reopen bargaining for salaries if the Cost-of-Living Adjustment (COLA) derived from the enacted State Budget Act is equal to or above 6% for the 2023/2024 contract year.

The parties also agreed to an increase of the County Office's medical contribution to \$1,588.00 per month effective October 1, 2022; and \$1,620.00 per month effective October 1, 2023. The parties agreed to reopen bargaining for medical benefits contributions if the annual increase in medical benefit costs for the Kaiser HMO plan is above 6.0% for the benefit year beginning October 1, 2023.

Both parties acknowledge the hard work and dedication of their bargaining team members in reaching this agreement. We value and celebrate all employees and the critical work they do to educate and support students and families throughout Santa Clara County.