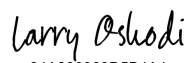


TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DocuSigned by:

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DATE: December 19, 2022

RE: Update on Negotiations With SEIU

Both parties met on December 15, 2022, for their next negotiation session. Since the parties began bargaining in June 2022, they have successfully reached tentative agreements on the following thirteen Articles:

Article	Title	Comments
4	Evaluation	Agreement for supervisor or designee to provide strategies and/or suggestions for improvement in writing (4.2.1)
5	Union Rights	Agreed to maintain the status quo.
8	Unit Worker Expenses and Materials	Agreement on: - Increase safety shoes allowance for workers to \$200/year (8.3) - Increase pants allowance for workers to \$300/year (8.6.2) - Increase smocks/lab shirts allowance for workers to \$200/year (8.6.3) - Increase hiking apparel allowance for Environmental Education Specialists to \$450/year
10	Holidays	Added Juneteenth (June 19) as Office-approved holiday as declared by the County Superintendent in 2021.
11	Vacation Accrual	Workers may request a vacation payout outside of set dates due to extenuating circumstances. (11.5.1.1)
12	Leaves of Absence	Various sections updated to reflect changes in law and provisions.
13	Transfers, Demotions, and Promotions	A probationary worker may transfer one time during their probationary period under certain circumstances (13.2.7)
14	Layoff and Related Procedures	Updated to reflect changes in law for classified workers.
15	Disciplinary Actions	Streamlined use of prior discipline (15.2.5)
16	Grievance Procedure	Agreement on grievance timelines
17	Safety and Physical Examination	Agreement on: - sit/stand desks following SCCOE's roll-out plan - all other sections of the Article to remain the same
25	Working Conditions – SPHC	Agreement on: - Increase backup para differential to 15% (25.1.6)

26	Working Conditions – Occupational/Physical Therapists (OT/PT)	<p>Agreement on:</p> <ul style="list-style-type: none"> - Increase stipend for first OT/PT certification to \$1,650.00 (26.3) - Increase stipend for second OT/PT certification to \$825.00 (26.3) - Increase masters or doctorate degree stipend to \$2,400.00/yr. (26.5) - Increase doctorate plus masters additional stipend to \$350.00/yr. (26.5) - Increase Lead OT stipend to \$3,500.00 (26.5.1) - Increase Lead PT stipend to \$750.00 (26.5.1)
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During these sessions, the parties also reached conceptual agreement on key sections of the 3 remaining Articles – subject to the parties being able to reach agreement on the remaining topics (and a newly added Article) as follows:

Article	Title	Comments
6	Hours and Overtime	<p><u>Agreements:</u></p> <ul style="list-style-type: none"> - Language to clarify ESY job locations (6.3.1.2) - Increase 4 Walden West specialists from 10-month to 12-month calendars. (MOU)
7	Pay and Allowances	<p><u>Agreements:</u></p> <ul style="list-style-type: none"> - 10% salary increase for Yr. 1 of the contract - 5% salary increase for Yr. 2 - Add 2 steps to all SEIU salary schedules - Increase classroom work differential for paras to \$10/hr. (7.12.2) - Increase SOC's coverage differential to 10% (7.1.13) - Increase every Longevity step by \$20 each - 3 new Lead Interpreters with annual stipends of \$3,000 - \$4,000 each based on number of interpreters at each site. - Increase Walden West overnight stipend to \$155/night
9	Health and Welfare Benefits	<p><u>Agreements:</u></p> <ul style="list-style-type: none"> - Increase County Office's medical contribution to \$19,056.00/yr. (\$1,588.00/mo) for Year 1 of the contract - Reopen bargaining for benefits if the Kaiser HMO cost increase by 6% or more for 2023/2024. - Increase dental benefit coverage at no cost to employees: <ul style="list-style-type: none"> * Nightguard coverage increased to \$500 * Calendar Year maximum increased to \$4000 * Orthodonture coverage at 100% up to \$5,000 lifetime * Dental implants now covered - Increase vision benefit coverage at no cost to employees: <ul style="list-style-type: none"> * Frame and contact lens allowance increased to \$300 * Progressive lenses covered in full * LightCare (UV and Blue Light) now included in coverage - New fertility/family forming benefit with \$15,000 lifetime benefit per employee - Continue to provide \$20,000 group life insurance per worker with no cost to the worker

		- Increase retiree benefit to cover 50% of medical cost with 10 years of continuous service, 75% with 15 years, and 100% with 20 years of service.
"31"	Working Conditions – Early Start Specialists (current Early Start Program Paraeducators)	SCCOE agreed to request establishment of a new classification for Early Start program paraeducators.

On December 15, 2022, as part of its package proposal, the County Office made the following proposals in response to the remaining items:

- Article 7 (Pay & Allowances)
 - Additional 2.5% salary increase for all positions on Paraeducator salary schedule.
 - This is in addition to the agreed upon 10% salary increase for all workers and the addition of 2 new salary schedule steps with a 5% difference between each step – a total salary increase between 12.5% and 17.5%.
 - The parties will reopen bargaining for the second year of the contract if COLA derived from the enacted State Budget Act is equal to or above 6% for 2023/2024.
 - Prepare a proposal for a Classification Study.
- Article 9 (Health and Welfare Benefits)
 - Increase County Office's medical contribution to \$19,440.00/yr. (\$1,620.00/yr.) for the second year of the contract.

In summary, SCCOE’s package proposal for the 2022/2023 contract year includes:

- 10% salary increase for all workers,
- plus 5.8% increase in health and welfare benefits averaged for all workers,
- plus 5% salary increase for workers currently at Step 5 on the salary schedule (they move to the new Step 6),
- plus 2.5% for all workers on the Paraeducator salary schedule,
- equals a total increase of about **18.3% to 23.3%** (depending on position and/or current Step)
- PLUS 5% salary increase for the 2023/2024 contract year, EQUALS between 24% and 29% increase over the 2-year period of the contract.

No date has been scheduled yet for the next bargaining session. We will continue to keep the SCCOE community informed on the status of the negotiations.

The County Office values its employees and the critical work they do to educate and support students and families throughout Santa Clara County. The Office is committed to bringing these negotiations to a successful conclusion and reaching a fair agreement with SEIU on a new collective bargaining agreement.