

TO: SCCOE Employees

FROM: Jessica Bonduris, Associate Superintendent-Professional Learning and Support

DATE: July 9, 2024

RE: Update on Negotiations with SEIU

On June 18 and 21 and July 9, the County Office's and SEIU's bargaining teams met for another round of productive negotiations to reach an agreement on a successor collective bargaining agreement. The parties' current collective bargaining agreement expires on August 31, 2024.

The County Office is pleased to share the parties have reached tentative agreements on the following articles:

- Article 4 (Probationary Period and Evaluations)
 - Key point: The parties clarified the evaluation process when an employee changes supervisors.
- Article 5 (Union Rights)
 - Key points: The parties agreed to clarifying and adding to the amount of release time available for union business, which reflects the Superintendent's recognition and acknowledgement of the importance of strong union representation for the County Office's classified employees.
- Article 8 (Unit Worker Expenses and Materials)
 - Key points: The parties agreed to increase the expense reimbursement amounts for covered employees for safety shoes, shirts, pants, smocks, and labs shirts. The Environmental Education Garden Specialist was also added to the category of employees eligible to receive a clothing stipend.
- Article 12 (Leaves)
 - Key points: The parties expanded the eligibility to receive two hours per month of leave for medical appointments and agreed to additional benefits for bereavement leave and reproductive loss leave.
- Article 13 (Transfers, Demotions, and Promotions)
 - Key point: The parties agreed to expand the ability of probationary employees to transfer to include a new department.
- Article 14 (Layoff and Related Procedures)
 - Key point: The parties clarified the entitlement to COBRA benefits in the event an employee is laid off.
- Article 16 (Grievance Procedure)
 - Key point: The parties added language to inform SEIU members of resources available in County Office's policies and procedures.

- Article 17 (Safety and Physical Examination)
 - Key points: The parties agreed to certain procedures for conducting Safety Committee meetings, advancing best practices in the School Site Guidelines and Procedures, and requirements and opportunities for training in basic medical procedures.
- Article 23 (Seniority)
 - Key point: The parties clarified the criteria for determining seniority.
- Substitute Contract Article 8 (Daily Assignments)
 - Key point: The parties clarified the assignment procedures for substitute employees.

There are several additional articles that continue to be negotiated and the County Office is optimistic that the parties will be able to conclude negotiations in the near term.

The County Office is grateful to the SEIU bargaining team for the very important role it plays in helping to make the County Office one of the top places to work in Santa Clara County. Our ability to deliver high quality educational services to our students and communities would not be possible without our classified professionals.