



Kings County Superior Courts

RATIFICATION VOTE

Your bargaining team has reached a tentative agreement with management on a new contract!

The bargaining team is encouraging everyone to VOTE YES to approve the tentative agreement which includes the following changes to the current contract.

1. **Term:** The contract would be in effect from Jan. 1, 2013 through June 30, 2015. (2.5 years)
2. **Additional holiday traded for lump sum cash:** Instead of the additional 8 holiday hours in July, each employee will receive a lump sum bonus of \$225 on July 1 of each contract year.
3. **Increase in purchasing admin leave:** The amount of hours we can purchase at open enrollment increases to 120. There is a cap of 80 hours for cashing out and only 80 hours can be used for actual admin time off.
4. **Furloughs:**
 - ◆ Twenty-seven (27) furlough days remain in place through July 1, 2013.
 - ◆ **NO more mandatory furloughs on Fridays for the life of the contract.** From Jan. 1—June 21, 2013 we can elect the remainder of our furlough days within 90 day vacation request window (just like other time off request rules.)
 - ◆ Furloughs may be used for bereavement ONE time only.
 - ◆ Furloughs may be used in place of approved vacation days and pre-scheduled medical leaves.
 - ◆ Vacation caps stay at 450 hours max, if furloughs.
 - ◆ Most language about how furloughs are implemented stays the same.
5. **Union access:** Our SEIU organizers will have access to lunch rooms and meeting rooms at all Court branch locations. We will be able to host up to 6 meetings in the Jury Assembly room after business hours.
6. **Bereavement leave:** Clarification on which family members are covered by annual bereavement leave. *In-laws included in listed relatives.*
7. **Shop Stewards:** We can now elect up to 3 Shop Stewards. They will receive up to 40 hours each year to conduct official union business, attend trainings and learn how to defend our contract! We maintain current release time for steward and workers to work on individual grievances or disciplines.
8. **Medical verification:** If you are asked to turn in a note, you can get it from a psychologist or chiropractor, not just a medical practitioner.
9. **Preparing for national health care reform:** Next summer, our bargaining team will work with management to work on ways of improving our health insurance costs by using the parts of the Affordable Care Act that could lower costs and insure more of our families.



Vote Schedule

DATES	LOCATIONS	TIMES
MONDAY DECEMBER 10	<ul style="list-style-type: none"> ◆ HANFORD BRANCH—CONFERENCE ROOM (OUTSIDE JURY ASSEMBLY ROOM) ◆ AVENAL BRANCH ◆ CORCORAN BRANCH 	<p>11 A.M.—2 P.M.</p> <p>11:30 A.M.—11:45 A.M.</p> <p>1:15 P.M.—1:30 P.M.</p>
TUESDAY DECEMBER 11	<ul style="list-style-type: none"> ◆ HANFORD BRANCH—JURY ASSEMBLY ROOM 	<p>5 P.M.—5:30 P.M.</p>

All SEIU members of the Kings County Courts Chapter are eligible to vote. Bargaining team members will be present at all polling locations to answer questions and review the agreement before you cast your vote. Your bargaining team is urging you to **VOTE YES!**

Ballot Count
Tuesday - December 11th
5:31 p.m.
Hanford Branch
Jury Assembly Room



Ballots will be counted
at 5:31 p.m.