



Tulare Superior Court Chapter

We have reached an agreement with the Court!

Your Bargaining Team has worked very hard with the Court in reaching a new contract agreement. Their dedication to reaching an agreement that reflects an appreciation for the hard work of the employees is to be commended!

Ratification Vote Dates

SOUTH COUNTY JUSTICE CENTER

Wednesday, October 25

10:30 a.m.—1:30 p.m.

JUVENILE

Thursday, October 26

Look for SEIU 521 Logo

PRE-TRIAL

Thursday, October 26

Look for SEIU 521 Logo

SELF-HELP

Thursday, October 26

Look for SEIU 521 Logo

VISALIA COURTHOUSE (IT Room)

Thursday, October 26

Voting all-day during breaks & lunch



The ballots will be counted immediately after the vote at the Visalia Courthouse.

Together **WE RISE**

HIGHLIGHTS ON BACK



HIGHLIGHTS OF THE TENTATIVE AGREEMENT IS AS FOLLOWS:

Health Care and Benefits and Wages:

- **The Court will continue to pay 100% of premiums** for the life of the contract barring any excessive increases in premium renewals. If that does occur, the Court will meet and confer with the union to work on best ways to move forward.
- **Employees will continue to have 2 floating holidays** for the life of the contract.
- **Vacation Cash Out** – This Year, employees can submit a request to cash out up to 80 hours of their accrued vacation time to receive a lump sum payment. Special requirements apply, so consult the MOU, or see your employee representative for details.
- **Tuition Reimbursement of up to \$1000** is now available to Union represented employees. The Court has set aside a total of \$15,000 dedicated to this purpose and it is on a first come first serve basis. See your contract or talk to your representative for details on qualifying expenses.

Wages:

The court has recognized and committed to trying to keep up with cost of living increases over the next several years. They have stated that they want to remain competitive in their ability to recruit and retain the best and brightest employees to work at Tulare County Superior Court. In this effort, the court has committed to wage increases as follows:

- Upon ratification of the contract by members, employees shall receive **a \$.75/hr (seventy five cent an hour) pay increase, then based on their new salary amount, shall receive an additional 4% increase.**
- In year 2, employees shall receive a **\$.50/hr (fifty cent an hour) pay increase, then based on their new salary amount, shall receive an additional 3% increase.**
- In year 3, employees shall receive a **\$.25/hr (twenty five cent an hour) pay increase, then based on their new salary amount, shall receive an additional 2% increase.**

Issue with Harassment and Intimidation:

While wages and benefits are very important, the Bargaining team made it a priority that the court recognize that there are issues with intimidation and harassment by certain members of management. Your Bargaining Team proposed contract language that was meant to better protect employees from this behavior, but unfortunately, the courts rejected most of it. The Courts did, on the other hand, commit to having continuing discussions in Labor Management to attempt to address problems with Rouge Supervisors.

In response to the Courts rejection of our protective language, a firm statement was issued by the Bargaining Team, but despite all of this, the bottom line is it comes down to you! We as employees need to look out for each other and advocate for ourselves. Contact your union and together we will not allow these Rogue Supervisors to continue their bullying of employees.

