



SEIU Local 521
San Clara County Superior Court
Summary and reminder of changes from current contract which
are again presented for ratification – September 20, 2011

Your elected union bargaining team recommends a **YES** vote to approve and ratify this contract.

Good Items:

- \$1,000 lump sum payment effective upon ratification.
- Won the right renegotiate health care if the County kicks us off their plan.
- “Me Too” clause – ensuring that if any employee or group of employees, including management, receives a better deal, we would get the same deal.
- Shortened time Mediators have to stay at step two to move to their top step (step 3) from ten years to five years.
- Codified existing 6% differential for training assignments
- Added language protection against misconstruing “oral coaching” as disciplinary action.
- Added language requiring supervisors to give employees copies of all documented disciplinary actions, including documents that go into the “supervisor’s file”.
- Sped up the grievance procedure and clarified language that workers have the right to steward representation at Skelly hearings.
- Got agreement on developing an optional, joint training with management explaining the Code of Ethics and rights in the contract so that members are not afraid to ask for overtime or breaks.
- Added language in the contract that ensures fair rotation and opportunities for lead positions. *“Employees will be appointed by the Court to work as temporary leads, based on the needs of the Court, for a six month period per appointment with a maximum of two consecutive terms at a time.”*
- Improved language allowing all employees to request for 9/80 and 4/10 Work Schedules.
- Added language to protect work out of class abuse by requiring the position to become permanent after twenty-six pay periods and to prevent extra-help abuse by creating “limited term” category.
- Improved union release time language for members who want to attend labor management meetings and other meetings that pertain to working conditions.
- Won additional notice in the event of a layoff and protected seniority in cases of reclassification.
- Added language to eliminate the inconvenience of returning to work when limited time is remaining on your shift after serving jury duty.

OK, two Not So Good Items:

- Columbus and Cesar Chavez Day will be observed but unpaid for the length of the contract.
- Everyone is automatically guaranteed the half day off on the day before the Christmas holiday, New Year’s holiday and Thanksgiving. Employees may work and get paid if they want to. But employees who choose to take the half day off will have to use leave without pay.

Actually Bad Items:

- New hires will contribute 4% of their salary towards PERS, not 2% as current employees will.
- New lower step A for new hires at 5% less.

Your Elected Bargaining Team Members say:

“We approve of and recommend these changes in light of the current economic situation, settlements of other public workers and knowing that some language improvements and guarantees will improve morale and working conditions for all court workers.”

We Urge a Yes Vote!