

# Summary of Tentative Agreements

## Your Bargaining Team recommends a Yes vote

Tentative Agreement	<b>11/21/16</b>
<b>Term</b>	3 Years
<b>Salary Increase (COLA)</b>	November 2016 – 4%, January 2018 -2%, January 2019-2% *
<b>Longevity Differential</b>	15 years – 1%, 20 years – 2%, 25 years – max out at 3%
<b>Retiree Healthcare Benefits</b>	
Employee contribution towards Retiree Healthcare Benefits.	1% of employee’s base pay on a pre-tax basis.
5-25 years employment	Court contributes a set amount - \$513.30 (plus an inflation based yearly increase) until 65, \$210.34 plus small yearly increase) after age 65 for Medicare supplement.
25 years employment and up	The Court will pay for the lowest cost Bay Area HMO not to exceed \$1000.00 until age 65 and after pay for the lowest cost Bay Area Medicare supplement not to exceed \$410.00.
Dependents	Court contributes limited to \$100.00 regardless of number of dependents.

\* If the chaptered and signed California State Budget for fiscal year 2017-2018 includes an ongoing increase in funding for the California trial courts, *that is not otherwise restricted for things other than compensation*, then SEIU Local 521 bargaining unit employees shall receive an additional ongoing increase to their base pay, not to exceed a total of 4% in the 2017-2018 fiscal year, which shall be inclusive of any general salary increase provided in the 2016-2017 fiscal year. If the chaptered and signed California State Budget for fiscal year 2018-2019 includes an ongoing increase in funding for the California trial courts, *that is not otherwise restricted for things other than compensation*, then SEIU Local 521 bargaining unit employees shall receive an additional ongoing increase to their base pay, not to exceed a total of 4% in the 2018-2019 fiscal year, which shall be inclusive of any general salary increase. The total increases to the bargaining unit employees’ base wages, if any, will be directly proportional to the percentage of the Court’s budget that the Court allocates for SEIU bargaining unit employee salaries and salary-driven benefits (currently 64% of 84.6% of the Court’s annual budget). Such increases, if any, shall be made available to employees in the first full pay period immediately after the funds become available to the Court for such use.

Other TAs:

- Change mentions of Administrative Office of the Courts (AOC) to new name, Judicial Council.
- **Bereavement Leave:** Domestic Partners family members included, leave set at 3 days per occurrence or 5 days per occurrence if travel outside of California is required.

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- **Evaluation Language:** remove all mentions of the Presiding Judge resulting in only CEO reviewing Performance Evaluations.
- **Voluntary Time Bank:** Employees can donate paid time off to co-workers who suffer catastrophic loss. If desired, a formal “bank” or “program” can be requested by the meet and confer process.
- **Annual Leave Cash Out:** Court to remind employees no later than April 1<sup>st</sup> of each year of deadline to submit request.
- **Holidays – Lincoln’s Birthday:** If the Court holds a training on Lincoln’s Birthday, employees get a floating holiday as well as regular pay for the day and the hours carry over year to year instead. Discipline
- **Union Activities:** Release time for Stewards, Union Officers, Bargaining Team members and labor management committee for Union activities and representation.
- **Confidential Employee:** Accounting technician added.
- **Dress Policy and Guidelines:** More protections and clarity provided by new TA.
- **Discipline and Discharge procedures:** Now needs a nexus to court employment and for violations of written Court rule, Code of Ethics, policy or procedure - must have been done knowingly.
- **Meal and Rest Period:** Meal periods involuntarily missed may be flexed and Courtroom and Jury Staff can also flex involuntarily missed rest periods.
- **Part-time employee insurance:** New employees or current employees going to part-time after 1-1-2017 will have their benefits pro-rated.
- **Court Reporter Certified Pay:** Certified reporters who provide realtime services will be paid \$300.00 for a half day and \$600.00 for a full day.