

Bargaining Update - 1/13/2023

Tentative Agreement Reached!

SEIU 521



Your SCCOE Bargaining Team Recommends a **YES VOTE**

Chapter President, Sarah Gianocaró; Dr. Angela Ballou; Carreen DeBella; Jenny Butterfield; Drew Doty; Michael Gates; Kellie Guevara; Jim Hansen; Jeff Olshan; Janice Richason; Sylvia Rubio; Kris Schmersey; Irene Soto; Lilia Vega; Henry Yuan; SEIU 521 Organizer, Tammy Dhanota

As a result of our collective workplace actions including petitions, rallies, lobby visits with our board of trustees, press actions and solidarity from community allies and other bargaining units, **we’ve won an historic tentative agreement with SCCOE management.** Your 15 member bargaining team has unanimously voted to bring this amazing and extraordinary Tentative Agreement to you, the members, for a ratification vote.

Tentative Agreement Summary

	Management’s Proposals	SEIU 521 WINS!	What’s Next
Salary	7% / 6% / 4% (17% over three years) No new step increases No equity for paraeducators No retro pay	10% / 5% (15% over two years) New step 6 at 5% more than step 5 New step 7 at 5% more than step 6 Plus 2.5% for the paraeducator unit effective Sept. 1, 2022 Plus 2.5% for the paraeducator unit effective Sept 1, 2023 Increases to all longevity levels Retro for all but longevity Reclass study (potential adjustments for jobs which have seen an increase in duties) Plus salary reopener for Year 2 if the State Budget Act Cola for 23-24 school year is 6% or higher	Salary study (compare our salaries to comparable jobs)
Benefits	Year 1 \$1,339 (\$64 more) per month Year 2 \$1,393 (\$54 more) per month Maintain cap of 50% contribution for retirees	Increased SCCOE’s contribution for medical benefits Year 1 add \$313 = \$1,588 per month; Year 2 add \$32 = \$1,620 per month Up to full medical coverage for retirees, prorated based on years of service	Increase benefit contributions, medical coverage for retiree dependent (equity with management) Preserve HMO (with no annual deductible) as a free plan
Article 17 - Safety and Physical Examination		Guaranteed adjustable sit to stand desks to workstations. Doctor notes are not required. However, SEIU workers with Dr. notes will be pushed to the top of the list to receive the new desks. Summary of Safety Policies posted to intranet	Continue collaboration with the board of trustees, SCCOE families and our co-workers to ensure student and staff safety
Article 6 - hours and overtime	Removal of compensatory time	For paras, additional hours needed due to longer bell times shall be offered to site staff first, clarification of ESY staffing by location and seniority Part-time OTBS/OSS employees now have a mechanism to move to full-time assignments Compensatory time to remain unless not legally allowed by grant Work From Home: added to SCCOE FAQ	Clear, equitable policy regarding work from home Continue to document if and when any special circumstances/ requests are approved or denied. So that we can use this data going forward.
Article 12 - Leaves of Absence	Updated language to mirror current laws, and mgmt attempted to mandate all leaves run concurrently when possible	Addition of loss of pregnancy to immediate family for medical leave Only concurrent leaves are those required by law	
Article 14 - Layoff and Related Procedures	Updated language per new Education Code Required laid off workers to pay for their insurance and be reimbursed	Laid off workers will continue to have SCCOE pay its portion up front	

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ADDITIONAL SEIU 521 WINS

- Article 4 - Probationary period and evaluations: New language to require strategies/suggestions for improvement when an unsatisfactory/needs improvement review is given
- Article 5 - union rights: Removal of language regarding cost of substitutes as a requirement for release time
- Article 8 - Unit Worker Expenses and Materials: Reimbursement for all safety shoes, not just steel-toed, and increased reimbursement for shoes, pants, smocks/shirts
- Article 10 - Holidays: Addition of Juneteenth
- Article 13 - Transfers, Demotions and Promotions: Transfers allowed for probationary workers, Updated language for transfer page and regarding involuntary transfers
- Article 15 - Disciplinary Actions: For discipline not involving serious misconduct or criminal acts, discipline older than 2 years may not be utilized in progressive discipline
- Article 16 - Grievance Procedure: Increase timeline for Level 1 to 15 days, Clarified arbitration process
- Other:
- Double duty pay for SOC's
 - Conversion of some environmental education specialists from 10 month to 12 month positions to reflect their additional summer work
 - New job description to come for paraeducators working in the Early Start Program
 - Increased differential for backup SPHCs to 15%
 - Adjustment to working conditions and stipends for OTs and PTs
 - Addition of lead ASL interpreters and alternate class series for custodians with the higher level custodian paid at 7% higher than the first level)

HOW TO VOTE

Scan the following QR code for a step-by-step guide on how to be eligible to vote, as well as worksite voting locations and schedule.

