

2023 RATIFICATION DOC
CHAPTER TENTATIVE AGREEMENT
BETWEEN **SEIU LOCAL 521**
AND COUNTY OF SANTA CLARA
DURATION: AUGUST 14, 2023 - JUNE 21, 2026

WHAT'S IN THE TENTATIVE AGREEMENT?

SEIU 521

YOUR 2023 SEIU LOCAL 521 BARGAINING TEAM RECOMMENDS A YES VOTE

Ratification Vote - Starts: Friday, August 4, pending approval by the SEIU 521 membership at the Special General Membership Meeting; **Vote Closes: Tuesday, August 8 at 5 p.m.**

All active SEIU Local 521 union members will have a chance to vote on the tentative agreement from Friday, August 4 - Tuesday, August 8, using our online voting system, Election Buddy. Members may also visit worksite voting locations to cast their votes.

IMPORTANT NOTE: As part of the ratification vote online, you will be asked to complete two ballot questions, one for the master table, and one for your unit table. To complete your ballot correctly, ***please ensure you select an option, click continue then submit your selection on the next page.***

Continue >>

THEN

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TENTATIVE AGREEMENT (TA) SUMMARY

WAGES

Wage Increases (A 13% salary increase- largest increase in 23 years)

- July 2023 - 5%; July 2024 - 4%; July 2025 - 4%

County's opening wage proposal: 3%; 3%; 3%

Tentative agreement on annual wages: 5%; 4%; 4% and equity raises in all years of the agreement

- A one-time lump sum payment of \$1,200 within 6 full pay periods from July 27, 2023, Full-time Equivalents, less applicable withholdings to each Union-represented employee and in paid status during the pay period immediately prior to pay period lump sum is made.
 - Extra Help workers shall receive a lump sum amount, less withholdings, based on hours worked for the County beginning June 26, 2023, and ending September 3, 2023, as follows:
 - 400 or more hours worked = \$1,200
 - 200 to 399 hours worked = \$600
 - 50 - 199 hours worked = \$300 and tiered for Extra Help based on hours worked

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- The payments to Extra Help may occur up to 3 pay periods after payments to coded employees.

**The lump sum must be paid no later than November 3, 2023.

Note: 62% of county workers will receive more than 5% in the first year as a result of additional salary increases like realignments and differentials.

Equity Wage Guarantee For Years 1, 2 & 3

Equity raises will mean that in year 2 all workers who will be earning less than \$38.58 at step 5 will get more than 4% and in year 3 all workers who will be earning less than \$35.83 at step 5 will get more than 4%.

Year 1: \$1.50 guaranteed at Step 3 (\$1.65 guaranteed at Step 5)

Year 2: \$1.40 guaranteed at Step 3 (\$1.54 guaranteed at Step 5)

Year 3: \$1.30 guaranteed at Step 3 (\$1.43 guaranteed at Step 5)

HEALTH & RETIREMENT BENEFITS

No takeaways to health and retirement benefits. A major priority for members as part of pre-negotiations bargaining surveys.

NEW WINS

- Pathways to permanency for Extra Help employees: The County and our Union will work together to create unclassified positions for Extra Help workers to move into if they wish to apply and become permanent coded positions and who have worked at least 1040 hours in the last 2 years. Thereafter, if a worker passes the test and gets a favorable rating, workers will be able to move to a coded position. This includes collaborating with the County to revise Merit System Rules, in coordination with other County Unions, to have a true path to permanency opportunities moving forward.
- Additional Salary Realignment: **\$10.8 Million in salary realignments in the first year of our contract or \$33.6 million in additional salary realignments over the next three years.**
- Added language in our contract that memorializes that our Union and County shall support a work environment free from discrimination, harassment, and retaliation as required by law
- Stronger language for New Employee Orientation (NEO) for workers to learn and join our Union and attend orientations during the first 30 days of hire with paid release time for workers and Stewards leading NEOs
- Uniforms for new hires, will be advanced in the first year of employment, along with new classifications added to the Uniform language. This includes new language that now pays the uniform and clothing allowance over 26 or 27 pay periods.
- Increased Night Differential: Now \$4.90/hour
- Tuition Reimbursement increased to \$3,000 from \$2,000 per fiscal year!
- (See unit agreement listings below for more improvements in premium pay and differentials.)

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- Rest/Meal Breaks for Health and Hospital System workers: We have been able to preserve combining rest breaks and/or past practice in addition to monetary penalties for missing a rest or meal period, thanks to members organizing at the worksite to support the negotiators.

TAKE-AWAYS PROTECTED / NO CHANGE

County management initially proposed to take these away, but we fought back and protected them:

- COMP-TIME Limitations and Reductions
- TRANSFER BAND Reduction
- FAMILY LEAVE Language
- Overtime Meal Allowance
- CONTRACTING OUT PROTECTIONS
- UNION RIGHTS IN INVESTIGATIONS & GRIEVANCES
- RIGHT TO STRIKE
- VOLUNTARY REDUCED WORK HOURS (VRWH)
- TELE-WORK
- RE-ORGANIZATION RIGHTS

BARGAINING UNIT SIDE-TABLES WINS

Blue Collar

Realignments/Differentials:

- Custody Support Assistant Lead Differential increased to \$1.60
- Fleet Services Mechanic Class A Differential increased to \$350 per month and cleaned up the language to be clearer and reduce impacts to the series
- Janitors Retort Differential increased to \$1.50
- Park Heavy Equipment Operator Training Differential was won where we now can get an additional \$2.00 per hour.
- New language added for 5% differential for Cook and Correction Cook Lead pay
- Won Electrical/Electronic Technician Series Crane Operators for a differential of \$2.62 per hour
- Lead Fleet Services Mechanic and Fleet Parks Coordinator Leads were revised to move around where needed.

Environmental Health (EH)

- Unit workers were able to get a 1% realignment for year 1.
- We also were able to win that the full costs of our registrations are reimbursable by the County. There is no longer a cap.
- We were also able to remove the exclusion from Article 20 of the Master agreement, which means we

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can request a Classification study during the term of the agreement.

- We were able to clarify and expand medical notes to cover licensed medical practitioners.
- Vacation cashout eligibility was reduced, resulting in workers who took no more than 24 hours of sick leave in a calendar year, can now be eligible for 40 hours of vacation cash out. Previous contract language was 16 hours.

Public Health Nurses (PHN)

- PHN I/II/III are receiving a 5% salary adjustment in year one, and PHN Specialists a 6.50% salary adjustment.
- All PHN I/II/III and Specialists will also receive an additional 5% Realignment.
- We won a new option for Voluntary Reduced Work Hours, which is 7.5% VRWH which will be implemented between February and August 2024.
- We will also receive 2.5% for the vacation add-back, which will cease upon ratification of this agreement.
- We were able to win 30 hours per calendar year for Continuing Education Leave, which is double of what we used to have.
- We won an increase of \$50 for State or National Certification Pay, for a total of \$300 per year.
- We won new language and differential for Preceptor Pay, when precepting Nursing Students within the Department. Workers would be able to receive \$1.75 per hour differential.
- Removed the 2-year experience requirement for PHNs to Work out of Class (WOOC) - this makes it easier for our PHNs to gain more experience and utilize it for meeting minimum qualifications. We also made it easier for PHNs to submit interest for WOOC anytime, although it is announced during

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the month of June every year.

APT

- Medical Social Workers Series moved from SSU to APT unit where appropriately aligned with like classifications. Within 60 days of ratification, the parties will meet to move relevant language from SSU to APT.
- Fought back and preserved the Career Incentive Program for Public Defender Investigators and moved to percentage pay versus flat dollar amount: Basic 2.5%; Intermediate 5%; Advanced 7.5%
- Psychiatric Technician Series added to Educational Leave Program
- 5% differential for TSS Administrator Technicians working Saturday, and Sunday day shifts, the evening shifts or the night shifts when assuming full responsibility for the shift
- Pharmacy Technician Advanced Admixture Differential increased to \$2.00 for each hour actually worked
- Respiratory Care Practitioner evening and night shift differential increase to \$6.50 per hour
- LVN/HSA Float Differential updated to include OCH units
- Therapy Certification Pay language modified to include clarification for LANA, NDTA and Swallowing disorders
- Diagnostic Imaging Biopsy Differential increased to \$2.75 per hour
- Diagnostic Imaging Technologist Lightroom Coordinator Duties Differential increased to \$2 per hour
- Neuropsychology Differential won! Psychologists and Senior Psychologists who have completed training in neuropsychology shall receive a 7.5% differential when assigned in writing by Chief Psychologist or Medical Director to perform on a regular basis Neuropsychological Services in the

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assessment, diagnosis, treatment and/or rehabilitation of patients across lifespan. Differential shall be paid in increments no less than one biweekly pay period.

- Sterile Processing Technicians shall now receive a \$1.00 per hour differential after they obtain 2 of 3 certifications (HSPA or CBSPD).
- Marriage and Family Therapists I/II and Psychiatric Social Worker I/II who are routinely and consistently assigned to work in Elmwood or Main jail shall receive a \$5.50 per hour differential in lieu of the Hazard Duty pay in Section 8.16 of the MOA.
- Therapy Technicians shall receive an additional 5% hourly rate for all hours worked when assigned full responsibilities for maintaining, inspecting, and configuring Complex rehabilitation wheelchairs.
- Interventional Radiology Technologists (Associate or Cardiovascular) shall receive a 5% differential when assigned as a team leader.
- Library I/II Charge Differential increased to \$1.75 per hour.
- Designated Medical Social Worker IIs shall receive a 5% differential when assigned lead duties.
- Property/Evidence Technician Lead Differential increased to \$1.83 per hour
- Respiratory Care Practitioner Lead Differential increased to \$2.00 per hour
- Veteran Services Representative Lead Differential will now be available to 2 workers in the classification rather than only 1.
- Monitor Technicians shall receive a flat rate .90 cents lead differential for hours worked when assigned to perform lead duties.
- Emergency Room Technician Lead Differential won! When assigned to perform lead duties, up to 9 Technicians shall be paid a flat rate of \$1.50 per hour for each hour actually worked.
- Crisis Intervention Specialist Series added to the APT unit classifications. The parties acknowledge that the Union's position is that we have not completed the meet and confer process and the Unfair

Labor Practice stands.

The County and the Union shall meet within 60 calendar days from ratification to meet and confer regarding the District Attorney Canine Handler program.

Clerical

- Library Clerks won an increase to the differential of \$2.00 per hour for all days when a Senior Library Clerk or Library Circulation Supervisor is absent.
- Legal Clerks in Child Support, when assigned to work at Court, won an increase differential for \$2.00 per hour.
- Client Services Technician Intake Differential was increased to 4%.
- Clerical workers in animal control, when performing radio dispatching of Animal Control Units, won an increase of differential to \$1.75 per hour.
- Senior Library Clerks and Library Clerk performing Passport Duties won an increase to the differential to \$1.50 per hour.
- Promotional Opportunity Program won an increase to 6 clerical workers in the unit to be alternately staffed with existing classifications.
- Chief Operating Officer Greta Hansen has agreed to attend walk-throughs with our Valley Health Homeless Program staff to understand the issues impacting workers in the field and inside County facilities, in order to address them with our Union.

Social Services Unit (SSU)

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- **NEW:** Youth Engagement Specialist classification moved from APT unit to SSU where appropriately aligned with like classifications along with educational advancement language..
- **NEW:** 4% Wage Realignment for Medical Social Workers
- **EXPANDED:** Workload reduction for up to ten (10) Chief Stewards, Assistant Chief Stewards and Officers.
- **IMPROVED:** Unfavorable reports retention timeline reduced from 24 months to 18 months.
- **EXPANDED:** Lead Differential language for SSU bargaining unit job codes.
- **IMPROVED:** DEBS Floaters increased differential of \$4.00 per hour.
- **NEW:** DFCS floaters at \$4.00/ hour (the Department will maintain volunteer list of workers willing to float).
- **IMPROVED:** Lateral/Administrative Transfer Opportunities will return to a quarterly basis with improved instruction to maximize worker advancement and job opportunities.
- **Additional Wins** by SSU for all bargaining units in Social Services Agency:
 - County agrees to Social Services Agency-wide memorandum to reiterate the flexibility for telework to field adjacent work by 09/30/23.
 - County agrees to Social Services Agency-wide memorandum to reiterate commitment to worker well-being and time-off after critical incidents.

DFCS:

- **NEW:** Services Caseload Building - In DFCS, when a new employee begins working as a case-carrying Social Worker II or III, their caseload will be increased as follows:
 - SW II: Month 1- 25%; Month 2 - 50%; Month 3 - 75%; Month 4 - 100%

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- SW IIII: Month 1 - 50%; Month 2 - 75%; Month 3 - 100%
- The caseload/workload for all other areas for SW I/II/III will be Month 1 - 50%; Month 2 - 75%; Month 3 - 100%
- EXPANDED: ALL SW II/III who are regularly assigned to units in DFCS (other than Emergency Response units) shall receive a 6% differential.
- INCREASED: SW II/III who are regularly assigned to ER in DFCS shall receive a 9% differential.
- NEW: SW I in DFCS who are regularly assigned to ER and/or scattered sites shall receive a differential of 1.5%.
- NEW: Over standard stipend for SW II/SWIII who are regularly assigned to a Safety and well-being unit, a Dependency Investigation unit, a Voluntary Services unit, or a Non-Minor Dependent unit.
 - If the department assigns a caseload that exceeds the defined standards for SW III/II for a consecutive period of more than 60 calendar days, the worker shall receive a one-time stipend of \$255. Immediately thereafter the 60-day count shall restart on day 1. Such stipend is limited to once every 60 days.
- NEW: Retention Incentive for new SWII/SWIII hired into Emergency Response.
 - Beginning with SW in Academy that graduated in May 2023, SW who join ER and remains in ER for 1 year of paid service in good standing, shall receive a one-time incentive of \$1,500.
- NEW: ER SWII/SWIII attending a mandatory training of 6 or more hours shall receive a case credit.
- IMPROVED: ER SWII/SWIII shall not be assigned to IR/JR Board in excess of 8 days each month.

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- If the department assigns more than 15 referrals for a SW III or 12 for a SW II in any calendar month, for 1-2 referrals over fifteen referrals for a SW III or 12 for a SW II, the worker shall receive a one-time stipend payment of \$175. For 3 or more, the worker shall receive a one-time stipend of \$225.

NEW: DFCS ER Referral Standard Project - The “over-standard” stipend will be governed by the MOA (Memorandum of Agreement), except that the payment of the stipend will occur where the department assigns more than eight (8) referrals to a SWII and more than ten (10) referrals to a SW III participating in the project in any calendar month. This over standard structure will begin immediately after ratification of this MOA by the County and Union. At the conclusion of the project the referral/workload standard along with the applicable over standard stipend structure, and case credit structure recommended by the Committee will remain in effect during the Meet and Confer process.

- **NEW & IMPROVED:** - KinGap Caseload Standards - Social Workers assigned to KinGap shall have a mixed caseload that includes providing services for Non-Related Legal Guardian (NRLG) cases and Non-Court Extended Foster Care (NC-EFC) cases.
- Social workers assigned NRLG and/or NC-EFC cases shall maintain a combined total of no more than 25 cases of these types at any given time. These cases shall be included in the total of up to 130 cases that can be assigned to social workers at any given time.
- **IMPROVED:** Social Workers in Non-Minor Dependent Caseload Standards: :
 - SW III shall maintain a caseload of 18-20 young adults at any given time
 - SWII shall maintain a caseload of 16-18 young adults at any given time.
- **IMPROVED:** Voluntary Services (Non-Court Intervention) Unit Caseload Standards = -Social Workers

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shall have a mixed caseload of Family Maintenance, Family Reunification and Informal Supervision cases as follows:

- SW III shall maintain 16-18 children at any given time
- SW II shall maintain 14-16 children at any given time

DAAS - IHSS & APS:

IHSS

- **NEW:** IHSS Monthly Assessment Expectations and Assessment Reductions:
 - 1 case credit shall be given when an SW completes an assessment, regardless of whether or not the applicant receives services.
- April 11, 2019 IHSS Side Letter deleted
- SSU DFCS FLoater Pilot and Differential side letter deleted
- SSU Workload Committee Side letter deleted.

APS

- **NEW:** 6% differential for APS Social Worker II/III in three of the specialized units (ER, FAST, Self-Neglect). .
- **IMPROVED:** SW assigned to in-person case investigations, shall have a caseload of 26 adults.
- **APS Specialized Cases** - Each case assigned shall count as 1 toward the number of cases a SW is carrying at any time; no cases shall have a greater weight.

DELETED ITEMS:

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- April 11, 2019 IHSS Side Letter deleted
- SSU DFCS Floater Pilot and Differential side letter deleted
- SSU Workload Committee Side letter deleted

DEBS:

- **NEW DEBS CalSAWS Innovation Committee Overview** - A committee shall be established upon ratification to examine the effectiveness of the current operational model, investigate alternate operational models, review data, and create a program to implement the model that best advances the guiding principles of the committee. The committee will consist of 1 Intake EW from each division (5 total) and 1 Continuing EW for each division (5 total) to serve on the Committee on paid release time and meet monthly. The work is comprised of a two-phase process: Design phase followed by Test Phase. The Committee shall appoint 3 EWs to serve as DEBS Data Evaluators with 4 hours of paid release time per week for work associated with this project. All caseload standards stated in Appendix G Section 9.7 shall be suspended and have a workload based on what can be reasonably completed in an average workday, taking into consideration factors listed in Appendix G Sections 9.4 and 9.5 and the time EWs spend serving on the Innovation Committee. Design workgroups shall consist of subject matter experts from different DEBS groups, including Executives, managers, supervisors, Intake EW, Continuing EW, Employment Counselors, Clerical workers and Program staff. At the completion of the test phase, a limited reopener of Appendix G Article G.9 Section 9.7 will occur.

Supervisor's Unit

- Language added for Trainer Prep Time to ensure meet to the establishment of appropriate prep time
- Social Worker Supervisors licensed with Board of Behavioral Sciences (BBS) and actively providing clinical supervision shall be compensated annually at flat rate of \$500 payable in the month of March.
- Transfer opportunities shall be listed quarterly.
- Supervisors in DFCS shall receive the 6% differential. Limitations of who would be eligible has been removed.
- ER Supervisors in DFCS shall now receive a 9% differential instead of 8%.
- APS Supervisors regularly assigned to work in ER, FAST or Self-Neglect Unit shall be paid a 6% differential.
- Supervisors in Continuing CalFresh or CalWORKS who supervise EW floaters shall be paid a \$1.50 per hour differential.

Probation Counselor Unit (PCSU)

- Fought to keep current agreements in place that align our salaries with the Probation Officers
- Current working schedules and Super Wednesdays were protected as County wanted to take that away.
- Fought off language to protect our language in the break rooms
- Night shift leads will now have a \$5.00 an hour differential - that was doubled in these negotiations.

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- Shoe voucher will now permit us to buy more than one pair of shoes, by permitting us to use the whole voucher amount.
- 8 hours of training secured for the PCSU unit, and we will be able to determine those pieces of training.