

# SEIU 521

## Fresno County 2023 Tentative Agreement Overview

Your Bargaining Committee Is Recommending a YES VOTE to Accept the Tentative Agreement

<b>Term</b>	<ul style="list-style-type: none"> <li>2-year term effective January 22nd, 2024 to January 21st, 2026</li> </ul>
<b>Wages</b>	<ul style="list-style-type: none"> <li>Year one: 5% effective January 22nd, 2024</li> <li>Year two: 3% effective January 22nd, 2025</li> </ul>
<b>6th Step Addition</b>	<ul style="list-style-type: none"> <li>Add one additional salary step (step 6) for all classifications</li> <li>Effective July 8th, 2024</li> <li>Effective July 8th, 2024, modify Salary Resolution Section 411.2 (Advance from Step 1 to Step 2) from 13 pay periods to 26 pay periods)</li> </ul>
<b>Holidays</b>	<ul style="list-style-type: none"> <li>Add Juneteenth (June 19th) as an official County holiday beginning in 2024</li> </ul>
<b>Deferred Compensation Contribution Match</b>	<ul style="list-style-type: none"> <li>For Tiers IV and V Retirement - Effective March 4th, 2024</li> <li>Increase the County's match from \$25 per pay period to \$50 per pay period match for employees enrolled in Tiers IV and V.</li> </ul>
<b>CPS Assignment Differential</b>	<ul style="list-style-type: none"> <li>Include Mod C: Social Workers, Social Work Practitioners, Social Worker Aides, and Social Worker Supervisors to the 7.5% CPS differential</li> </ul>
<b>Lead Worker Pay</b>	<ul style="list-style-type: none"> <li>Increase pay for Lead Workers from \$50 per pay period to \$100 per pay period</li> </ul>
<b>Detention Facility Differential</b>	<ul style="list-style-type: none"> <li>Increase daily differential from \$4 to \$5</li> <li>Increase prorated rate for partial day from \$.50 to \$.635</li> <li>Increase the cap of earned detention facility differential from \$40 to \$50 per pay period</li> </ul>
<b>Bilingual</b>	<ul style="list-style-type: none"> <li>Bilingual reopener by July 2024</li> </ul>
<b>Overtime</b>	<ul style="list-style-type: none"> <li>Clarification of language to FLSA over time language</li> <li>Clarification language to FLSA double time language</li> </ul>
<b>Safety and Health</b>	<ul style="list-style-type: none"> <li>Add 1 more member to the Health and Safety Committee</li> <li>Clean Up language</li> </ul>
<b>Union Rep Leave of Absence</b>	<ul style="list-style-type: none"> <li>Union Leave is not considered as Productive Time</li> </ul>
<b>Health Insurance</b>	<ul style="list-style-type: none"> <li>Agreed and ratified prior to negotiations</li> <li>Re-opener in September 2024 for the 2025 health plan year</li> </ul>