

SEIU LOCAL 521 PROPOSALS TO TULARE COUNTY

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

**ARTICLE 6
EMPLOYEE ORGANIZATION TIME OFF**

Employee Organization Time Off

The President, Vice President(s), Officers, Directors, or Stewards; hereafter called Union Employee Representatives as they are employed by the County, may upon written request of the organization, be granted temporary time off with pay not to exceed a total of ~~forty (40)~~ **sixty (60)** hours times the number of Units covered by this agreement per fiscal year. Such time may be used for any union business except the investigation of grievances. Sufficient advance notice shall be provided to the Human Resources Director so that release time may be arranged with the affected department(s). Release time for negotiations shall not be counted against the annual time allotment.

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ARTICLE 6 EMPLOYEE ORGANIZATION TIME OFF

Successor MOU Negotiations Release

Two (2) SEIU Chapter Officers and one (1) scribe along with one (1) employee from each of the units that SEIU represents shall be part of SEIU's successor MOU negotiations group. Upon commencing negotiations, SEIU may provide the County with the names of two (2) alternate employees that may participate if any members are absent. The County will provide a reasonable amount of time for employees to travel to and from the negotiation meetings. Members of the negotiation group shall be granted a reasonable release time without loss of pay or other benefits for preparation with notice to the appropriate designee.

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ARTICLE 19 EMPLOYEE WORK LOCATION

Each employee shall be assigned a work location. Travel time to a work location in a town other than the town of the assigned work location shall be considered time worked. Permanent involuntary changes in an employee's work location from one town to another shall require a ~~two-week~~ twenty (20) working days' notice to the employee (except in emergency). When an employee is permanently, involuntarily transferred anywhere more than 20 miles from his/her assigned work location, the County shall reimburse the employee at the current County mileage rate for the net difference between the employee's previous commute miles and the employee's new commute miles for the first two weeks of the reassignment. For temporary reassignments employees will be reimburse for the duration of their assignment

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ARTICLE 24 EMPLOYEE BENEFIT PLAN

Employee Benefit Plan/Health Insurance

Commencing with the 2026 Health Plan year, increase the County's contribution an additional ~~\$25.00~~ \$75.00 per pay period (24 pay periods) for employees in the Employee + Spouse, Employee + Child(ren), and Family coverage levels of the SJVIA health plan.

Commencing with the ~~2026~~ 2027 Health Plan year, increase the County's contribution an additional ~~\$25.00~~ \$75.00 per pay period (24 pay periods) for employees in the Employee + Spouse, Employee + Child(ren), and Family coverage levels of the SJVIA health plan.

Commencing with the 2028 Health Plan year, increase the County's contribution an additional \$75.00 per pay period (24 pay periods) for employees in the Employee + Spouse, Employee + Child(ren), and Family coverage levels of the SJVIA health plan.

Minimum Benefit Amount: For Health Plan years 2026, ~~and 2027~~ and 2028, employees participating in the SJVIA Health Plan that, on the effective date of the premium change, have a County Benefit Amount that is less than the premium charged for the Anthem PPO \$750. deductible Employee-Only coverage level for medical, dental, vision, and \$10,000 life insurance, will have their County Benefit Amount increased to an amount sufficient to pay for the premium charged for the Anthem PPO \$750. deductible Employee-Only coverage level for medical, dental, vision, and \$10,000 life insurance. Any increase to the County Benefit Amount will coincide with any premium increase for the Health Plan years 2026 and 2027.

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ARTICLE 29 NIGHT SHIFT DIFFERENTIAL

- A. Employees covered by this agreement who are ~~permanently~~ scheduled to work a shift in which four (4) to six (6) hours of their basic work day fall between 6:00 p.m. and 6:00 a.m. shall receive an additional ~~four~~ SIX percent (~~4-6~~%) of their base salary rate for each such shift worked.
- B. Employees covered by this agreement who are ~~permanently~~ scheduled to work a shift in which six (6) or more hours of their basic work day fall between 6:00 p.m. and 6:00 a.m. shall receive an additional ~~six~~ eight percent (~~6~~%) of their base salary rate for each such shift worked.
- C. The Sheriff and Fire Chief, or designee, will establish regular work schedules for Emergency Dispatchers. Eligibility for Shift Differential will be in increments of no less than a full pay period and within the criteria set forth in section (a) & (b) above.
- D. Flex hours may not be used to qualify for Night Shift Differential.

HHSA

Self Sufficiency Counselors 1-111 and Self Sufficiency Supervisors who are assigned to support Covered California enrollment at the Tulare Processing Center and who are scheduled to work a shift in which three (3) or more hours of their scheduled shifts fall between, a) 6:00 p.m. - 9:00 p.m. Monday through Friday, and b) are scheduled to work a Saturday shift, shall receive a six percent (6%) shift differential, based on an employee's assigned hours (40 hours for a full time employee) for the work week. The shift differential shall become effective commencing with the first full pay period following the Board of Supervisor approval of this agreement.

FOR UNIT 2 CLASSIFICATIONS:

JURY/WITNESS DUTY

1. Employees covered by this MOU that are required to work on a night shift as defined in (a) or (b) above and who spend a minimum of six (6) hours in one day:
 - a. as a prospective juror, orb. as a juror, and/or
 - c. are required to wait and/or as a legally required witness,

shall receive their regular pay for that day and shall not be required to work their regular night shift provided that employee notifies his/her supervisor at the beginning of the first County workday following notice to the employee to appear for jury duty or as a legally required witness, and the employee contacts his/her supervisor immediately after court is recessed for the day each day of the trial.

~~The department may require the employee to report to an assignment determined by the department for the remainder of the day shift for a time period equal to the employee's normal shift minus the time spent on Jury/Witness duty. Travel from the court to the work site shall be considered time worked.~~

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2. If the employee serves less than six (6) hours, the employee shall, at the department's sole discretion, either:

a. report to an assignment determined by the department for a time period equal to the employee's normal shift minus the time spent on Jury/Witness duty, or
b. report to the employee's normal assignment and work a time period equal to the employee's normal shift minus the time spent on Jury/Witness duty. The department shall determine the start time within the employee's shift, but will endeavor to make it at a time that allows a maximum of rest time for the employee.

c. When the Department requires the employee to report directly from court duty to work, travel from the court to the work site, shall be considered time worked

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ARTICLE 30 HOLIDAYS

All employees shall be entitled to the following holidays:

- A. January 1st (New Year's Day)
- B. Third Monday in January (Martin Luther King, Jr. Birthday)
- C. Third Monday in February (President's Day)
- D. March 31, Ceasar Chavez
- E. Last Monday in May (Memorial Day)
- F. June 19th (Juneteenth)
- G. July 4th (Independence Day)
- H. First Monday in September (Labor Day)
- I. October 13, Indigenous People Day
- J. November 11th (Veteran's Day)
- K. Thanksgiving Day
- L. The Day after Thanksgiving Day
- M. December 24th (Christmas Eve Day)
- N. December 25th (Christmas Day)
- O. New Years Eve December 31st
- P. Every day appointed by the President or Governor, and approved by the Board of Supervisors, for a public fast, thanksgiving, or holiday.
- Q. One Personal Holiday to be taken off at the request of the employee with departmental approval (i.e., no set date). The personal holiday for a given year is credited July 1 and must be used by the following June 30 or it is forfeited. This day shall be taken in increments of one (1) ~~two (2)~~ hours or may be used to complete a full day on a County holiday for those working an alternative work schedule such as a 9/80 or 4/10 work period. The Personal Holiday balance shall be shown on the paystub. The first sixteen ~~eight (8)~~ (16) hours of required work on a County holiday shall be credited as vacation time on an hour for hour basis. Nevertheless, time worked on a Holiday shall continue to count as time worked for overtime purposes. Probationary employees may use paid leave to bring an eight-hour holiday up to the employee's scheduled workday.

Except as provided above, Holidays shall be conducted in accord with Personnel Rule 6.6.

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Article 43 Term of Agreement

This Memorandum of Understanding (MOU), hereinafter referred to as "MOU", is entered into between the COUNTY OF TULARE, hereinafter referred as the "County", and Service Employees International Union, SEIU Local 521, hereinafter referred to as the "Union". The term of this MOU is for [July 1, 2025 through June 30, 2028](#).

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Article 68 Deferred Compensation

Deferred Compensation Effective January 1, 2026 the County will increase its county contribution amount by ~~\$250.00~~ \$550.00 in a calendar year.

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ARTICLE 63 SALARY INCREASE

Effective for all classifications and units the first full pay period following SEIU ratification and Board Approval: 5% with retro active pay dating back to July 1, 2025

Effective for all classifications and units June 26th, 2026, 5%

Effective for all classifications and units June 27th, 2027, 5%