

Tulare County Management Is Dismissing the Root Cause of Worker Burnout & Staffing Crisis by Denying Reasonable Union Proposals

As of Thursday, July 31, 2025

PROPOSAL	WHAT WE ARE FIGHTING FOR	COUNTY POSITION BEFORE 7/30 PICKET	COUNTY POSITION AFTER 7/30 PICKET
Wages	6% for 2025, 6% for 2026	3% for 2025, 3% for 2026	4% for 2025, 4% for 2026
Retroactive Pay from date of Contract Expiration, June 30, 2025	Fair pay for work being delivered to community	Rejected	Rejected
Paid release time for union bargaining team to prepare	A common practice that neighboring county unions, even Tulare County management, utilize normal work shift and on-the-clock for negotiations	Rejected	Rejected
Labor Management Committee	Employees, our union, and management meet periodically to improve communication, cooperation, and problem-solving between labor and management.	Rejected	Rejected
Longevity (Career Incentive) Pay	Incentives that build long-term employees and public service careers	No proposal from management	5 years = 3%, 10 years = 2%, 15 years = 3%, 20 years = 2%
Union Rep Access	Enhance access at worksites for union reps to provide vital information ensuring workers can learn their rights and build power	Restrict union rep access to 11:30 am to 1:30 pm, limiting time for employees to ask question's about management's takeways	No change
Article 26: Child Welfare Services Alt. Shifts	Fair and flexible work schedules	Remove	Rejected

Article 29: Night Shift Differential for Self-Suff. Couns. I, II, III	Fair pay for non-traditional work shifts	Remove	
Article 11: Seniors Consideration for vacation scheduling	Fair work-life balance for seasoned employees	Remove	
Article 40: Overtime cash-out for Barg. Unit 4	Ensuring equitable cash compensation based on the classification corresponding duties performed	Remove overtime cash out at overtime rate once CTO reaches 40 hours	
Article 55: Workload assignments to Self-Suff Couns., Social Workers	Fair and equal distribution of cases	Management has the sole discretion to determine caseload distribution	
Probation Period for Sheriffs Security Officers	Reasonable and fair probation period that sets up workers for success	Extend probation period from six months to 12 months	
Probation Period for Building Code Compliance Inspectors	Reasonable and fair probation period that sets up workers for success	Extend probation period from six months to 12, including a requirement to obtain specific certifications within two years of hiring	
Oracle Payroll		Eliminate rounding on all compensated hours	
Equity Increase	Fair and equitable wage adjustments to stay competitive in region		Construction Maint. Workers I = 2%, II = 3%, III = 5%
Training Differential	Fair pay for leadership and training duties	No management proposal	3% for Sheriff's Detention Service Officers assigned as trainers
Uniform Voucher	Fair financial support for classifications where special uniforms go through wear and tear	No management proposal	All Classifications in Annual Service Div. receiving uniforms. Autopsy Asst., Field and Evidence & Fingerprint Tech., Digital Forensic Analysts, Prop. and Evidence Tech., Sheriff's Comm. Officers
Bilingual Pay	Fair compensation for worker with diverse language skills, increase to \$0.96 cents her hour		Rejected