This package constitutes a tentative agreement between Stanislaus County and SEIU with respect to the referenced sections of the parties' contract. The proposals below are contingent upon the parties reaching a tentative agreement on the entire package set forth below and on the entire contract with the understanding there are and will not be any further proposals for consideration.

1) Term (Section 2)

a. 3 years, expiring on 6/30/28

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2) Salary (Section 5.A)

Employees in this bargaining unit elected to forego an additional 0.4% wage increase in exchange for receiving an additional 8 hours of holiday credit as set forth in Section 9.C – Holidays – Cesar Chavez Day

a. FY2025-26
    i. 4% general wage increase effective the first full pay period following adoption of successor agreement by County Board of Supervisors; and
b. FY2026-27
    i. 4.5% general wage increase effective the first full pay period following July 1, 2026
c. FY2027-28
    i. 2.1% general wage increase effective the first full pay period following April 1, 2027

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3) Employer-Employee Relations Matters – Reclassification Study (Sections 3.U)

a. The parties agree to proposal dated April 24, 2025.

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4) Holidays (Section 9.A – F)

a. The parties agree to proposal dated October 20, 2025.

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5) Wages-Increases-Differentials – Social Worker Intern Pay (Section 5 NEW Subsection)

a. The parties agree to an additional pay of 3% for Social Worker IV's and V's on an hour for hour basis, not to exceed sixteen (16) hours in a week, while performing intern duties any time they are assigned as an intern for field supervision.

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6) Bilingual Certification Pay (Section 15)

a. The parties agree the bilingual rate for employees will increase to one dollar and fifteen cents ($1.15) per hour the first pay period following adoption of this contract by the Board of Supervisors.

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7) All previous tentative agreements

a. Employer-Employee Relations Matters (Section 3.ADH), signed June 9, 2025
b. Employer-Employee Relations Matters – Dues Deductions (Section 3.H.2), signed June 30, 2025
c. Employer-Employee Relations Matters – Labor Management Committees (Sections 3.L), signed September 18, 2025
d. Employer-Employee Relations Matters – Discourteous Treatment (Section 3.V), signed June 30, 2025
e. Wages-Increases-Differentials – Custodial Pay (Section 5.F), signed June 9, 2025
f. Wages-Increases-Differentials – Incentive Pay for work in the Residential Programs – BHRS (Section 5.G), signed September 18, 2025
g. Wages-Increases-Differentials – SUD Certification Pay (Section 5.M), verbally agreed on October 9, 2025
h. Wages-Increases-Differentials – Alternative Work Schedules (Section 5.N), signed October 9, 2025
i. Letter of Agreement – On-Call Pay (Section 5.O), signed October 9, 2025
j. Wages-Increases-Differentials – Call-Back Pay (Section 5.P), signed September 18, 2025
k. Wages-Increases-Differentials – Peer Support Specialist Pay (Section 5.R (NEW)), signed June 30, 2025
l. Continuing Education Time – Clinical Psychologist (Section 7.E), signed June 9, 2025
m. Continuing Education Time – Physical and Occupational Therapists (Section 7.F), signed September 18, 2025
n. Leaves of Absence – Union Representative Leave of Absence (Section 12.F), signed April 24, 2025
o. Leaves of Absence – Military Leave (Section 12.G (NEW)), signed July 24, 2025
p. Discipline and Grievance Procedure (Section 16), signed June 30, 2025
q. Orientation (Section 19) signed June 30, 2025
r. Performance Evaluations (Section 21), signed September 18, 2025
s. Sick Leave/Bereavement Leave/Workers Compensation – Use & Certificate Required (Section 26.A), signed September 18, 2025
t. Transfer – Interdepartmental Transfers (Section 29), signed June 30, 2025
u. Uniform Allowance (Section 30), signed July 24, 2025
v. Vacation – Limited Cash Conversion (Section 31.D), signed June 11, 2025
w. Government Code Section 3507.7(a)(1)(A) (NEW Section), signed June 30, 2025
x. Sick Time Reporting (Future Meet & Confer Topics) (NEW Section), signed June 30, 2025
y. AB 2561 Hearing – Vacancy Reporting (NEW Section), signed October 9, 2025
z. Workplace Violence (NEW Section), signed October 9, 2025
aa. Discipline and Grievance Procedure (NEW Section), signed October 9, 2025

FOR THE COUNTY:

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Joanna Navarro, Chief Executive Office

FOR THE UNION:

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Armando Munoz, SEIU

Karyn Clark, SEIU

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Elena Carillo, SEIU

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Stanislaus County and Service Employees International Union
Negotiations for Successor MOU

Section 3.U – Employer-Employee Relations Matters – Reclassification Study
County Proposal #5
April 24, 2025

3.U. RECLASSIFICATION STUDY

The parties agree to a joint meet and confer with SEIU and the County for a study on the classifications of:

- ~~Social Services Assistant~~
- ~~Community Health Worker~~
- ~~Health Educators~~
- Community Service Officers (CSOs)
- And the creation of a new classification of Nutrition Assistant and Medical Social Worker for Public Health

The goal of the study is to ensure employees are appropriately classified and/or to create a career ladder for applicable classifications.

The meet and confer shall begin no later than sixty (60) days following ratification of this agreement by SEIU Local 521 membership and adoption of this agreement by the Board of Supervisors, and continue as mutually agreed upon. Upon completion of the study, the County Human Resources/CEO's office will share the results and will meet and confer with the Union regarding the impacts of the study results on represented employees.

Stanislaus County and Service Employees International Union
Negotiations for Successor MOU

Section 9 – Holidays
County Counter Proposal #3 to Labor Counter Proposal #2
October 20, 2025

9. HOLDAYS

A) County Designated Holidays

January 1, New Year's Day
The third Monday in January, Martin Luther King Day
The third Monday in February, President's Day
~~**March 31, Cesar Chavez Day**~~
The last Monday in May, Memorial Day
June 19, Juneteenth
July 4, Independence Day
The first Monday in September, Labor Day
November 11, Veteran's Day
November __, (The Thursday designated as Thanksgiving Day)
The day after Thanksgiving Day
December 24, Christmas Eve ~~(see Christmas Eve below)~~
December 25, Christmas Day

Only the immediate days of mourning or holiday declared by the President of the United States **and** ~~**or**~~ the Governor of California **for which Federal and State offices are closed shall be County holidays in addition to the specific list of holidays above.** ~~will be considered as holidays observed by the County.~~

The following County-designated holidays will be observed as set forth below:

- Every Monday following a Sunday which falls on January 1, **June 19th**, July 4, November 11, ~~**December 24 and**~~ or December 25.
- Every Friday proceeding a Saturday which falls on January 1st, **June 19th**, July 4th, or November 11th.
- ~~In years in which **December 24 and** December 25 falls on a Saturday, employees will receive 8 hours of holiday credit but the holiday will not be observed on an alternate day of the week.~~

SEIU and the County will meet to develop a program for Cesar Chavez Day. The County agrees to release two members a full eight (8) hours of release time during work hours to prepare for, set up the event, staff the event and dismantle the event.

Stanislaus County and Service Employees International Union
Negotiations for Successor MOU

Section 5 – Wages-Increases-Differentials – **Social Worker Intern Pay**

5. SOCIAL WORKER INTERN PAY

~~**Social Worker Training Pay**~~

~~**Social Workers III, IV, and V's shall be compensated an additional ten seven and a half percent (7.5% 10%) training pay that will be calculated based on their base rate of pay for performing training duties.**~~

Social Worker Intern Pay

In recognition of the increased responsibility that is taken on by performing the role of the field supervisor, effective the beginning of the 2026 Academic Year Social Worker IV and V's shall receive a ~~ten seven and a half~~ three percent (3% ~~7.5% 10%~~) intern ~~trainer~~ pay on an hour for hour basis, not to exceed sixteen (16) hours in a week, while performing intern duties any time they are assigned as an intern~~ship~~ for field supervision.

~~B) Personal Holidays~~

~~Employees receive a total of sixteen (16) hours annually as vacation floats that are included in employee's biweekly vacation accruals (.62/biweekly). Effective the first full pay period following adoption of a successor contract, employees will begin accruing those vacation floats in a separate bank of accruals titled Personal Holidays. For purposes of other provisions in this MOU, Personal Holiday hours will be considered and treated such that they are vacation hours.~~

C) Cesar Chavez Day

In lieu of receiving 0.4% of an offered base wage increase the first full pay period following Board approval of the contract covering [INSERT TERM], employees in this bargaining unit will receive eight (8) hours of holiday credit in recognition of and on Cesar Chavez Day, which will be processed following the County's payroll calendar each year.

Employees may request to take the entirety of Cesar Chavez Day off, assuming they have sufficient vacation/holiday credit accruals. Such request must be made a minimum of ten (10) working days in advance. Employees will be granted the time off for the day so long as minimum staffing mandates in their department and respective units (with individuals maintaining their typical tasks/roles) are able to be met.

~~D) Christmas Eve~~

~~Christmas Eve is only considered a holiday (eight hours) when Christmas Eve falls during an employee's regular work schedule. Employees who work Monday through Friday will be provided eight (8) hours of holiday time when Christmas Eve falls Monday through Friday. Employees who regularly work on a Saturday or a Sunday will be provided eight (8) hours of holiday time when Christmas Eve falls on their regularly scheduled work day (example: Tuesday through Saturday schedule and Christmas Eve falls on a Saturday).~~

~~Eight (8) hours of holiday credit will be given when an employee physically works a full shift on Christmas Eve. In addition, an employee who physically works on Christmas Eve will be paid at time and one half as set forth in subparagraph C below.~~

E) Time and One Half/Holiday Credit for Holidays- Worked

The County agrees that any work performed by bargaining unit members on County designated holidays listed in section A above shall be compensated consistent with current policy, and an additional half-time compensation shall be granted for up to

eight (8) hours on all County designated holidays. All employees who work on 28 designated holidays will in addition to being paid time and one half their current pay rate will receive the equivalent holiday credit, up to eight (8) hours, added to their vacation bank for use at a later date.

F) CSA Social Worker On-Call on Holidays

On-call Social Workers performing backup duties in the for the Community Services Agency will receive equivalent vacation time credit when in an on-call status on a recognized County holiday. No employee shall receive both the actual holiday and the County observed holiday as either pay or credit. For example, if July 4th is on a Saturday and County offices are closed on Friday, the on-call Social Worker would only receive holiday credit/pay for Saturday, July 4th.

Further, on-call Social Workers working primary shift will receive call back pay at time and one half and holiday pay for work performed during the hours of 8 a.m. and 4 p.m. on a holiday that falls on a weekday.

G) **Employees who work a 4/10 or 9/80 schedule, may take Vacation Leave, Comp Time~~, Sick Leave or may elect not to be paid~~ for the additional hours above the 8 (eight) hour work day.**

Stanislaus County and Service Employees International Union
Negotiations for Successor MOU

Section 15 – Bilingual Certification Pay

15. BILINGUAL CERTIFICATION PAY

The County will designate certain languages as eligible for bilingual certification, including sign language. Employees asserting their competence in any County designated bilingual language and required to use the language in the course of employment shall be given the opportunity to test for bilingual certification. The County CEO or designee is responsible for conducting bilingual certification testing. Employees will be tested for verbal and/or written bilingual proficiency as determined by the County CEO. Employees who pass the test will be certified as bilingual.

Certified bilingual employees required to use their bilingual skills within the course of employment will be granted bilingual certification pay. ~~Additional compensation of $0.85 per hour will be paid to eligible certified bilingual employees effective the first full pay period following the certification date.~~ This rate will increase to ~~one~~ **two** dollar~~s one dollar and seventy five cents one dollar and fifty cents one dollar and twenty five cents~~ **one dollar and fifteen cents** ($1.15 ~~$1.25 $1.50 $1.75~~ ~~$12~~.00) per hour the first pay period following adoption of this contract by the Board of Supervisors. Bilingual employees who are not receiving bilingual certification pay will not be subject to discipline for declining to use bilingual skills in the course of employment. Bilingual certification pay may be removed when the employee is no longer required to use their bilingual skills within the course of employment.