

**Tentative Agreement
Extension Agreement between
SEIU Local 521 and County of Santa Clara**

The County of Santa Clara and the Service Employees International Union Local 521 have agreed to extend the existing Memorandum of Agreement (MOA), scheduled to expire June 21, 2026, with the terms and conditions described below:

1. The current MOA between the County and SEIU 521 (Union) (August 14, 2023 – June 21, 2026) shall be extended through June 20, 2027.
2. All terms in the MOA shall remain status quo and continue during the term of the extension under the same conditions and monetary rate for cyclical matters (e.g., Tuition Reimbursement, Education Fund, Reclassifications, and step increases, if applicable). Departmental Agreements currently in effect shall also remain status quo (subject to the terms of Article 8.15 of the MOA) during the term of this extension.
3. The salaries of classifications that are tied to the salaries of other bargaining units will follow the terms of the other bargaining units' Memoranda of Agreement and any respective Extension Agreements. These classifications are listed in Section E.2 a) and b) and Section H.3 of the MOA.
4. Should any County employee bargaining unit, whether such bargaining unit is represented or unrepresented (e.g., Executive Management and Confidential), not already scheduled to receive a salary increase or any other compensation (such as increased employer paid member contribution, lump sum, reduction of required worker contribution for retirement enhancement, deferred compensation contribution by employer, and/or additional paid leave) in Fiscal Year 2026-2027 from existing union contracts or by new salary ordinance amendment, and who does receive a new salary or other compensation increase in Fiscal Year 2026-2027, then the same percentage salary increase or equivalent compensation increase shall be granted to the workers (other than those cited in Section 3 above) covered by this MOA. This provision does not apply to:
 - a. Realignments or reclassifications with wage adjustments that would cumulatively impact less than 25% of employees in a bargaining unit;
 - b. Compensation increases proposed by the County prior to March 30, 2026 during collective bargaining with any other bargaining unit; and
 - c. Any court or arbitrator ordered compensation increases.
5. The Parties agree that SEIU 521 workers shall not be furloughed for the term of the extension.

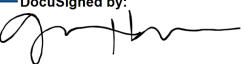
6. One-time lump sum payment.
 - a. The County shall make a one-time lump sum payment of \$1,000.00 to each SEIU 521-represented employee who is employed by the County in a coded (non-extra help) position and in paid status in pay period 26/15.
 - b. For SEIU 521-represented part-time employees, the amount per employee will be prorated based on Full Time Equivalent (“FTE”) status (e.g., half-code or 0.5 FTE employees shall be paid half the aforementioned amount) based on status in pay period 26/15.
 - c. SEIU 521-represented extra help or per diem employees who worked 40 hours or more in pay period 26/15 shall receive a one-time lump sum payment, and that payment shall be \$500.
 - d. The one-time, lump sum payment shall be paid to each employee in pay period 26/17 (payable on August 21, 2026). This payment will be less all applicable withholdings. The parties agree that this amount is not reportable as compensation earnable/pensionable compensation to CalPERS, and shall not be included in the FLSA regular rate of pay for any period.
7. Upon ratification of this extension agreement, only the Side Letters listed in **Exhibit A**, attached, shall remain in effect and shall continue through the expiration of this extension; any other Side Letters between the parties shall terminate upon execution of this extension agreement.
8. The current side letter for Pre-Bid Programs shall continue to remain in effect during this extension Agreement. While the Clerical Pre-Bid Program discussions continue working towards pilot implementation, the parties agree that any other interested SEIU 521 bargaining units can begin discussions for a potential pilot.
9. The parties agree to explore and discuss defining seniority and its application for internal transfers, overtime assignments and holiday work throughout Santa Clara Valley Healthcare (SCVH). The parties agree to begin meeting and discussing with a Joint County and Union Working Group, no later than August 1, 2026 with the intent of completing these discussions by the end of the extension of this Agreement. The Working Group shall consist of ten (10) SEIU 521 designated representatives in addition to the SEIU 521 staff. The purpose of this meeting is to discuss and jointly agree on the make-up of the Working Group and defining the scope of work and agenda for the next meeting of the Working Group. The parties agree to share information that is relevant to the Working Group. If the parties reach an agreement on this matter, it may be piloted and/or implemented on a mutually agreed upon date.
10. The County shall meet with the Union on a quarterly basis, beginning in June 2026 through June 2027, to discuss and share with the Union efforts and updates on revenue generating

opportunities and continue collaboration in order to maximize savings and make good on commitments to seek funding that will preserve services in the County. The County and the Union shall also meet to discuss ongoing and potential cost containment strategies. County Administration shall also provide the Board of Supervisors an update on the efforts to preserve services and generate revenue on a quarterly basis, promptly after meeting with the Union. These updates to the Board shall be agendized and open to the public, as impacts to healthcare and social services are of critical importance.

- 11. Article 10 Holidays – The parties mutually agree to remove Cesar Chavez Birthday as the title of March 31 and rename it according to Board of Supervisors adoption.

For the County of Santa Clara

For SEIU Local 521

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4/15/2026

GRETA HANSEN
 Chief Operating Officer

Date

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4/14/2026

NICK STEINMEIER
 Principal Labor Relations Representative

Date

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4/14/2026

BRIAN DARROW
 Special Assistant to the County Executive

Date

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4/14/2026

RIKO MENDEZ
 Chief Elected Officer

Date

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4/14/2026

DEBBIE NARVAEZ
 Executive Representative to CEO

Date

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4/14/2026

ANDRE THOMAS
 SCCO Chapter President

Date

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4/14/2026

ANDRE OLIVEIRA
 SCCO Chapter Vice President

Date

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4/14/2026

ANDREW PHAM
 SCCO Chapter Vice President

Date

For SEIU Local 521

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Gillis, Trevor 4/14/2026
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TREVOR GILLIS Date
SCCO APT Unit Vice Chair

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Carlos Murillo 4/14/2026
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CARLOS MURILLO Date
SCCO Blue Collar Unit Vice Chair

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Audrey Davidson 4/14/2026
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AUDREY DAVIDSON Date
SCCO Social Services
Social Worker Unit Vice Chair

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Todd Naffziger 4/14/2026
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TODD NAFFZIGER Date
Environmental Health
Unit Vice Chair

DocuSigned by:
Gabriel Montes 4/14/2026
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GABRIEL MONTES Date
Social Work Supervisor
Unit Vice Chair

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Lilia Jacobo 4/14/2026
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LILIA JACOBO Date
SCCO Clerical Unit Vice Chair

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Julie Barajas 4/14/2026
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JULIE BARAJAS Date
SCCO Social Services
Eligibility Unit Vice Chair

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Ryan Pagala 4/14/2026
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RYAN PAGALA Date
PHN Unit Vice Chair

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Starr Bracamonte-Law 4/14/2026
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STARR BRACAMONTE-LAW Date
PCS Unit Vice Chair

Tentative Agreement
 Extension Agreement
 between SEIU Local 521 and County of Santa Clara

Exhibit A

	Side Letter Title
1	"Side Letter Agreement Between County of Santa Clara and Service Employees International Union, Local 521, Lead Janitor Differential" dated August 1, 2025
2	"Alternate Work Hours Agreement Between County of Santa Clara and Service Employees International Union, Local 521 Regarding Regional Medical Center" dated July 18, 2025
3	"Sideletter Agreement between the County of Santa Clara and SEIU Local 521 Use of California Children's Services (CCS) Therapist Classifications for the Purpose of Layoffs"
4	"Sideletter Agreement between the County of Santa Clara and SEIU Local 521 Use of Attending Psychologist, Clinical Psychologist, Hospital Clinical Psychologist, and Senior Hospital Clinical Psychologist Classifications for the Purpose of Layoffs"
5	"Job Classifications for the Purposes of Layoffs" dated May 22, 2012 and included in August 14, 2023 - June 21, 2026 MOA
6	"Side Letter Agreement Between County of Santa Clara and Service Employees International Union, Local 521 Regarding the Regional Medical Center Acquisition" dated December 17, 2025
7	"Side Letter Agreement Between County of Santa Clara and Service Employees International Union, Local 521 Appendix E, Section E.26 Board of Pharmacy Specialties Exam & Recertification" dated November 12, 2025
8	"Sideletter Agreement County of Santa Clara and the and Service Employees International Union, Local 521, Administrative, Professional and Technical Unit - Medical Social Worker Series" dated August 16, 2024
9	"Tentative Agreement - SIDE LETTER AGREEMENT Between the County of Santa Clara and SEIU Local 521 Regarding Wage Structure, Probationary Status, Intake Differential, Probationary Status, Seniority, and LMC Structure for Reclassified Employees in DEBS" dated December 10, 2025
10	"County of Santa Clara and SEIU Local 521 Tentative Agreements APPENDIX G - SOCIAL SERVICES UNIT" dated December 10, 2025. In addition, the following side letter attached to Appendix G shall continue: "Side Letter Agreement Between Santa Clara County and SEIU 521 for IHSS"
11	"Side Letter to: County Communications Critical Incident/Catastrophic Leave" dated May 27, 2012 and included in Appendix E of August 14, 2023 - June 21, 2026 MOA
12	"Side Letter Agreement between the County of Santa Clara and the Service Employees International Union, Local 521 for Canine Handler Compensation for the District Attorneys' Office" dated April 22, 2024

13	"Understanding on the Topics that Require Office of Labor Relations and Institutional Union Participation" dated May 22, 2012 and included in August 14, 2023 - June 21, 2026 MOA
14	"Documents sent electronically via e-mail" dated May 12, 2010 and included in August 14, 2023 - June 21, 2026 MOA
15	"Non-Sworn Workers in Internal Affairs (IA) Administrative Investigation" dated May 22, 2012 and included in August 14, 2023 - June 21, 2026 MOA
16	"Side Letter of Agreement Between County of Santa Clara and SEIU Local 521" relating to meeting to discuss the feasibility of establishing a Retiree Health Reimbursement Account, included in August 14, 2023 - June 21, 2026 MOA
17	"Side Letter Proposal Regarding Merit System Rules Changes" included in August 14, 2023 - June 21, 2026 MOA
18	"Sideletter - Pilot Agreement for Collaboration on Quality of Care Committee" included in Appendix C of August 14, 2023 - June 21, 2026 MOA
19	"Sideletter To: Parks and Recreation Department Park Service Attendant Pilot Project" included in Appendix D of August 14, 2023 - June 21, 2026 MOA
20	"Sideletter Parks and Recreation Department Park Maintenance Worker Series Alternate Work Hours" included in Appendix D of August 14, 2023 - June 21, 2026 MOA
21	"Side Letter Agreement County of Santa Clara and SEIU, Local 521 Memorandum of Agreement, Appendix E - Administrative, Professional, and Technical Unit, Section E.23.C - Lead Differentials" dated August 8, 2024
22	"Side Letter between the County of Santa Clara and SEIU Local 521 - Supervisory Unit" relating to establishing a Workload Committee to evaluate formulas for Eligibility Work Supervisors, dated 2019 and included in Appendix I of the August 14, 2023 - June 21, 2026 MOA
23	"Side Letter between the County of Santa Clara and SEIU Local 521 - Supervisory Unit" relating to Staff Development Specialists and Associate Staff Development Specialists, dated 2019 and included in Appendix I of the August 14, 2023 - June 21, 2026 MOA
24	"Side Letter between the County of Santa Clara and SEIU Local 521 - Supervisory Unit for Dependency Investigator" dated 2019 and included in Appendix I of the August 14, 2023 - June 21, 2026 MOA
25	"Side Letter between the County of Santa Clara and SEIU Local 521 - Supervisory Unit" relating to a workload study in the Department of Family and Children Services, dated 2019 and included in Appendix I of the August 14, 2023 - June 21, 2026 MOA