



# SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #11 SEPTEMBER 7, 2022

## WE HAVE A TENTATIVE AGREEMENT!

### WHAT HAPPENED

We did it. By rising to meet the moment, we, the SEIU 1021 San Joaquin County chapter, have secured a tentative agreement with San Joaquin County management. We made significant wins through collective unity between rank-and-file members, the bargaining team, the contract action team, and chapter leadership.

Here are the highlights of our tentative agreement:

Wages:

- Year one: 6% effective October 24, 2022
- Year two: 5% effective July 1, 2023 (approximately nine months after the first payment; that equals 11% in the first year of the new contract)
- Year three: 4% effective July 1, 2024
- Year four: 3% effective July 1, 2025
- Contract expiration: June 30, 2026
  
- Bilingual pay: All who are certified will receive 85 cents per hour. If you are not certified, and they ask you to use your skill, you will be scheduled to take the test to become certified.
- Workers in the Trades, Labor, and Institutional Unit who must maintain a Class A will receive a 2.5% supplement.
- Communications dispatchers who hold an intermediate certification will receive a 3% supplement.
- All workers in the Safety, Investigative and Custodial Unit at the Sheriff's Office who are required to wear boots will now be reimbursed for buying them.
- All workers at San Joaquin General Hospital or in the Health Care Services Agency who are required to wear scrubs for work will have them provided by the county management.
- A weekend shift differential of \$1-per-hour, with weekend shifts beginning at or after 7 pm on Friday and before 8 pm on Sunday.
- Minimum of 7% pay spread for supervisors and those they supervise
- Step increases for part-time employees after every 2,080 hours they work until they reach the top stop of their classification.
- 41-hour rule: Now lowered to 32 hours needed to get the county contribution for medical, dental, vision, and life insurance. That only applies to an employee on approved but unprotected leave for 26 pay periods (1 year).

*Read more about the next steps on the back  
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There are many other wins we secured during our contract negotiations with management. Soon, we will send out a flyer that lists all these wins. We are looking at ratifying the contract by vote at the end of the month and working on times and locations for in-person voting.

Stay tuned for more details early next week via email.

Your bargaining team could not have done this without you all. We greatly appreciate the support we received from the membership during these negotiations.

We are stronger together.