

Alameda County Comprehensive Tentative Agreement Package Table of Contents

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**2025 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021 ("SEIU")
AND
THE COUNTY OF ALAMEDA ("COUNTY")**

COUNTY COMPREHENSIVE PACKAGE PROPOSAL #14

September 17, 2026

This is a comprehensive package proposal. **It must be accepted in its entirety, or it will be deemed rejected. Any proposal not listed will be deemed rejected or withdrawn.** Although it is a package proposal, the County will consider entering into Tentative Agreements ("TA") on individual components, if proposed by SEIU. All proposed effective dates below are two (2) pay periods ("pp") following adoption of the MOU by the BOS unless specified otherwise.

Key: "CP" – County Proposal; "UP" – Union Proposal

UP #	Section	Section Title	County Position
4v5	16	Wages	Maintain wage counter from 9/15/26 with the following modification: - Pay period parties reach comprehensive tentative agreement: 4.00% - July 4, 2027: 3.00% - July 2, 2028: 3.00% 1-time payment: \$750 for all employees who are in paid status as of the pay period containing Board adoption, prorated for part-time employees
17v3	SLAs	Classification Study and Equity Adjustment	Maintain CC1 from 9/3/26.
18v4 (Tied to CP #12)	13	Special Performance Pay	Maintain CPkg2 – CC1 to UPkg 1 from 6/23/26
29v2 + 32v2	NEW	Sideletter: Child Welfare Services	Amended CPkg#14 9/18/26

CP #	Section	Section Title	County Position
12	13	Special Performance Pay	Maintain CPkg2 – CC1 to UPkg 1 from 6/23/26
13	14	Medical and Dental	See County response to UP #23.

PREVIOUS TENTATIVE AGREEMENTS:

Proposal #	Section	Date of TA
UP #1	Shop Stewards	6/11/2026
UP #2 & CP #8	Holidays	9/1/2026

Proposal #	Section	Date of TA
UP #3 & CP #2	No Discrimination	6/18/2026
UP #6	New Technology SLA	8/20/2026
UP #7	Discipline and Discharge	7/30/2026
UP #9	Contracting Out	6/11/2026
UP #10	Telecommuting	7/23/2026
UP #12	Hours of Work	9/1/2026
UP #13	Sideletters of Agreement (Renewals)	5/28/2026
UP #14 & CP #20	Uniform Allowance	3/3/2026
UP #15	Education Stipends/License/Certification Reimbursement	3/3/2026
Up #19 & CP #7	Leave of Absence	7/9/2026
UP #22	Health and Safety	6/11/2026
UP #24 & CP #6	Overtime	4/23/2026
UP #27	Catastrophic Sick Leave	6/10/2026
UP #30	SLA-ESC and SSS classification	7/2/2026
UP #31	SLA-MLAS Review	7/9/2026
UP #33	SLA-Joint LMC for SSA	7/9/2026
UP #35	Reimbursement Education Stipend	7/2/2026
UP #36	SLA-SSA Meet and Confer related to EST workload issues	7/2/2026
CP #1	Recognition	10/26/2025
CP #3	Union Bulletin Board	5/28/2026
CP #4	Shop Stewards	6/11/2026
CP #5	Schedules and Rest Periods	1/29/2026
CP #9	Vacation	2/10/2026
CP #10	Sick Leave	2/26/2026
CP #11	Premium Conditions	4/23/2026
CP #14	Disability and Life Insurance	1/29/2026
CP #15	Wages – Cleanup	2/10/2026
CP #16	Two Week's Notice Upon Termination	7/7/2026
CP #19	Appendix F	2/10/2026
CP #21	List of Abolish Classifications	6/26/2026
CP #23	Medical and Dental – Clean-up only	9/17/26

Tentative Agreement:

For the County:

For SEIU:

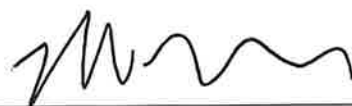
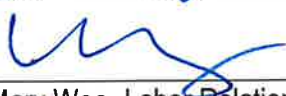
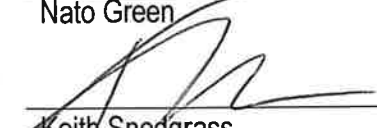
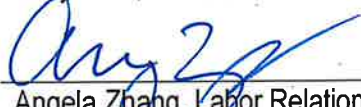
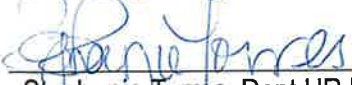
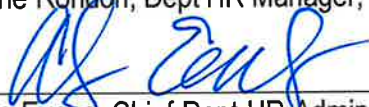
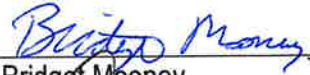
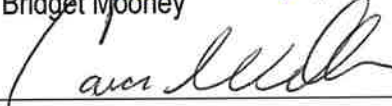
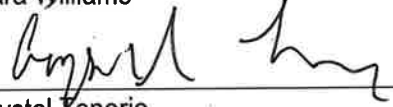
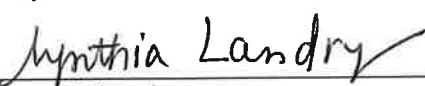

Jeff Bailey, IEDA

9/18/26

Date


Peter Masiak

9/18/2026
Date

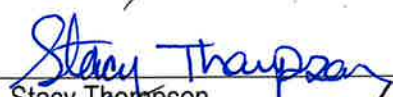
 Michi Yoshii, Labor Relations Manger	Date	 Nato Green	Date
 Mary Woo, Labor Relations Analyst	9/18/26	 Keith Snodgrass	9/18/25
 Angela Zhang, Labor Relations Analyst	9/18/26		
 Stephanie Torres, Dept HR Manager, ACH	9/18/26	 Alfonso Espinoza	9/18/26
 Cherrie Rondon, Dept HR Manager, ACH	9-18-26		
 Alysia Evans, Chief Dept HR Administrator, ACSO	Date	 Bridget Mooney	9/18/26
 Sharon Moore, Chief Dept HR Administrator, SSA	Date	 Cara Williams	9-18-26
 Marsha Rice, Retired Annuitant	Date	 Crystal Tenorio	9-18-26
		 Cynthia Landry	9/18/26
		 Isha Brown	9/18/26
		 Kimberly Blakiston	9/18/26
		 Kimberly Muller	9/18/26
		Nkiruka Ajalo	Date

 9-18-26

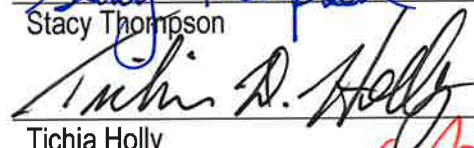
Ray Carlson Date

 9.18.26

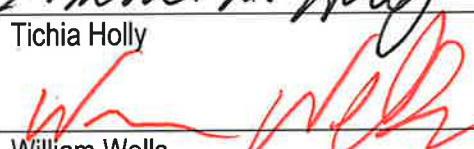
Rebecca Richardson Date

 9/18/26

Stacy Thompson Date

 09/18/2026

Tichia Holly Date

 9/18/26

William Wells Date

TA to: UP #4 and UP #17To Union: 9/18/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

SECTION 16. WAGES**16.A. WAGES DURING THE MOU TERM**

1. ~~July 9, 2023. Effective July 9, 2023~~Effective [the pay period the parties reach comprehensive tentative agreement], salaries for employees in classifications represented by the Union shall be increased by ~~six twofour~~ percent (~~64.0~~%).
2. ~~July 7, 2024. Effective July 7, 2024~~Effective July 4, 2027, salaries for employees in classifications represented by the Union shall be increased by ~~five~~ three percent (~~53.00~~%).
3. ~~3. July 6, 2025. Effective July 6, 2025~~Effective July 2, 2028, salaries for employees in classifications represented by the Union shall be increased by ~~four~~ three percent (~~4.03.00~~%).
4. One-Time Payment. Employees covered by this MOU who are in paid status as of the pay period containing Board adoption of this MOU, shall receive a one-time payment of seven-hundred and fifty dollars (\$750). This amount shall be prorated for employees who work less than full-time, based upon the hours the employee is regularly scheduled to work.

16.B. LONGEVITY PAY

1. 10-Years of Service. Except for employees covered under subsection 16.B.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.
 - a. Child Welfare Worker I/II. Notwithstanding subsection 16.B.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) or more years of continuous service (equivalent to or at least 19,500 total service hours), in either or both job classifications, shall receive an additional two percent (2.0%) compensation.
2. 20-Years of Service. Except for employees covered under subsection 16.B.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.

~~**16.B. ZONE 7 CLASSIFICATIONS.** The job classes, unique to the Alameda County Flood Control and Water Conservation District, Zone 7 listed in Appendix F (Flood Control and Water Conservation District Zone 7) are excluded from the provisions of this subsection.~~⁹

TA to: UP #4 and UP #17To Union: 9/18/2026

~~**16.C. REOPENER.** At the County's discretion, reopeners may occur to meet and confer on salaries for specific classifications identified by the County based on recruitment and retention operational needs.~~

16.DC. SPECIAL ADJUSTMENTS¹. In addition to the general wage increases as provided in subsection 16.A. (Wages During the MOU Term), the base salaries for the following classifications will receive the respective special salary adjustment(s) listed below as follows effective [two pay periods following adoption of the MOU by the Board of Supervisors]:

1. Special Adjustments – Equities. The following special salary adjustments shall be applied to the top of the salary range and the preceding salary steps shall be adjusted five percent (5%) downward consistent with Salary Ordinance 4-15.

Salary Step Equalization = (“SSE”)

Job Code	Classification Title	Effective 2 Pay Periods Following Adoption
1305	Account Clerk I	2.54%
1305	Account Clerk I SAN	2.54%
1310	Account Clerk II	4.28%
1310	Account Clerk II SAN	4.28%
2705	Auditor-Appraiser I	2.50%
2705N	Auditor-Appraiser I SAN	2.50%
2710	Auditor-Appraiser II	2.50%
2710N	Auditor-Appraiser II SAN	2.50%
2715	Auditor-Appraiser III	2.50%
9408	Auto Parts Technician	8.49%
1165	Child Support Assistant I	3.15%
1166	Child Support Assistant II	1.04%
6740	Child Welfare Worker I	5.00%
6745	Child Welfare Worker II	5.00%
1241	Civil Legal Clerk	7.12%
6700	Community Outreach Worker I	1.16%
6507	CORE Associate Clinical Therapist	7.82%
6498	CORE Clinical Therapist	7.82%
6499	CORE Lead Clinical Therapist	7.82%
8525	Criminalist III	3.00%
1570	Eligibility Services Technician I	5.00%
1572	Eligibility Services Technician III	3.00%
1132	Eligibility Support Clerk	3.89%
1882	Emergency Services Dispatcher I	4.00%
1885N	Emergency Services Dispatcher II	4.00%
6784	Employment Counselor	3.00%

¹ Except for Job Codes (“JCs”) 5300, 5305 and 5315, classifications with special adjustments shall also have the salary steps adjusted consistent with the “Implementation of Salary Step Equalization” sideletter of agreement.

TA to: UP #4 and UP #17To Union: 9/18/2026

Job Code	Classification Title	Effective 2 Pay Periods Following Adoption
6782	Employment Specialist II, Behavioral Health	2.99%
6708	Family Support Senior Case Manager	4.00%
1283	Fingerprint Examiner	5.00%
5650	Hazardous Materials Specialist	1.17%
7410	Janitor	2.00%
7410N	Janitor SAN	2.00%
7411	Janitor, Floor Specialist	2.00%
7416	Janitor, Detention Facilities	2.00%
7417	Janitor Floor Specialist, Detention Facilities	2.00%
8522	Latent Fingerprint Examiner	7.00%
7415	Lead Janitor	2.00%
7418	Lead Janitor, Detention Facilities	2.00%
1511	Legal Process Clerk I	7.00%
1513	Legal Process Clerk II	7.00%
1103	Library Clerk I	4.15%
1103N	Library Clerk I SAN	9.51%
1104	Library Clerk II	4.15%
1104N	Library Clerk II SAN	13.93%
9310N	Library Driver-Clerk SAN	8.92%
4200	Library Lead Clerk	5.64%
1109	Library Page	5.00%
1109N	Library Page SAN	15.79%
1118	Mail Clerk	6.33%
6490	Mental Health Specialist I	2.17%
6491	Mental Health Specialist II	2.17%
6492	Mental Health Specialist III	2.17%
1105	Messenger	6.33%
1105N	Messenger SAN	6.33%
5799	Nutrition Assistant II	3.12%
5646	Pharmacy Support Specialist	10.0%
5770	Public Health Investigator	6.00%
5300	Registered Nurse I	20.92%
5305	Registered Nurse II	6.00%
5315	Registered Nurse III	6.00%
5645	Senior Clinical Pharmacist, ACBH	4.00%
1287	Senior Fingerprint Examiner	5.00%
5655	Senior Hazardous Materials Specialist	1.17%
8531	Senior Latent Fingerprint Examiner	9.00%
1133	Service Support Specialist	3.89%
9294	Sheriff's Multimedia Producer	9.23%
8752	Sheriff's Safety Aide	2.25%
6720	Social Worker III	4.00%
1705	Supply Clerk I	7.85%
1705N	Supply Clerk I SAN	17.69%
1710	Supply Clerk II	3.26%
1710N	Supply Clerk II SAN	11.82%

TA to: UP #4 and UP #17To Union: 9/18/2026

2. Special Adjustments – Salary Step Equalization. In implementing the following special adjustments, the County will review step placement of current incumbents and adjust the steps five percent (5%) upward or downward at the corresponding salary steps that do not negatively impact existing incumbents. The following special adjustments shall be implemented to achieve the appropriate salary step equalization:

<u>Job Code</u>	<u>Classification Title</u>	<u>Effective 2 Pay Periods Following Adoption</u>
<u>0132</u>	<u>Accountant</u>	<u>0.93%</u>
<u>1314</u>	<u>Accounting Specialist I</u>	<u>0.23%</u>
<u>1316</u>	<u>Accounting Specialist II</u>	<u>0.23%</u>
<u>1142</u>	<u>Administrative Assistant</u>	<u>0.38%</u>
<u>6760</u>	<u>Adult Protective Services Worker I</u>	<u>0.89%</u>
<u>6765</u>	<u>Adult Protective Services Worker II</u>	<u>0.72%</u>
<u>8418</u>	<u>Agricultural and Standards Investigator I</u>	<u>1.48%</u>
<u>8419</u>	<u>Agricultural and Standards Investigator II</u>	<u>1.55%</u>
<u>8420</u>	<u>Agricultural and Standards Investigator III</u>	<u>0.77%</u>
<u>2610</u>	<u>Appraiser I</u>	<u>1.00%</u>
<u>2610N</u>	<u>Appraiser I SAN</u>	<u>1.00%</u>
<u>2615</u>	<u>Appraiser II</u>	<u>0.97%</u>
<u>2615N</u>	<u>Appraiser II SAN</u>	<u>0.97%</u>
<u>2620</u>	<u>Appraiser III</u>	<u>0.48%</u>
<u>0143</u>	<u>Auditor</u>	<u>0.06%</u>
<u>6505</u>	<u>Behavioral Clinician I</u>	<u>0.86%</u>
<u>6510</u>	<u>Behavioral Clinician II</u>	<u>0.44%</u>
<u>6512</u>	<u>Behavioral Health Crisis Intervention Specialist I</u>	<u>0.64%</u>
<u>6513</u>	<u>Behavioral Health Crisis Intervention Specialist II</u>	<u>1.64%</u>
<u>1492</u>	<u>Billing Technician II</u>	<u>1.34%</u>
<u>2972</u>	<u>Bonds & Finance Technician III</u>	<u>0.09%</u>
<u>6787</u>	<u>Career Development Specialist I</u>	<u>1.17%</u>
<u>1401</u>	<u>Child Support Specialist I</u>	<u>0.10%</u>
<u>6515</u>	<u>Clinical Review Specialist</u>	<u>1.64%</u>
<u>1115</u>	<u>Clerk I</u>	<u>1.77%</u>
<u>1420</u>	<u>Collection Enforcement Deputy I</u>	<u>1.06%</u>
<u>6701</u>	<u>Community Outreach Worker II</u>	<u>2.10%</u>
<u>8520</u>	<u>Crime Laboratory Technician</u>	<u>0.67%</u>
<u>8523</u>	<u>Criminalist I</u>	<u>0.39%</u>
<u>8524</u>	<u>Criminalist II</u>	<u>1.22%</u>
<u>1282</u>	<u>Elections Technician</u>	<u>0.50%</u>
<u>1282N</u>	<u>Elections Technician N</u>	<u>0.50%</u>
<u>2123</u>	<u>Engineering CAD/D Tech II</u>	<u>0.58%</u>
<u>5649</u>	<u>Environmental Health Technician</u>	<u>0.86%</u>
<u>5660</u>	<u>Registered Environmental Health Specialist Trainee</u>	<u>1.58%</u>
<u>6706</u>	<u>Family Support Care Coordinator</u>	<u>1.94%</u>
<u>6707</u>	<u>Family Support Case Manager</u>	<u>1.69%</u>

TA to: UP #4 and UP #17To Union: 9/18/2026

<u>Job Code</u>	<u>Classification Title</u>	<u>Effective 2 Pay Periods Following Adoption</u>
<u>7510</u>	<u>Food Service Worker</u>	<u>2.14%</u>
<u>7510N</u>	<u>Food Service Worker SAN</u>	<u>2.14%</u>
<u>6528</u>	<u>Forensic Behavioral Health Clinician I</u>	<u>0.87%</u>
<u>6529</u>	<u>Forensic Behavioral Health Clinician II</u>	<u>0.69%</u>
<u>9103</u>	<u>Gardener II, PWA</u>	<u>1.50%</u>
<u>7879</u>	<u>Health Services Trainee</u>	<u>1.46%</u>
<u>2955</u>	<u>Healthy Housing Rehab Spec I</u>	<u>0.42%</u>
<u>2965</u>	<u>Housing & Comm Dev Spec II</u>	<u>0.54%</u>
<u>2966</u>	<u>Housing & Comm Dev Spec III</u>	<u>0.25%</u>
<u>2961</u>	<u>Housing & Comm Dev Tech I</u>	<u>0.57%</u>
<u>2973</u>	<u>Housing & Comm Dev Tech II</u>	<u>0.71%</u>
<u>0411</u>	<u>Information Systems Technician II</u>	<u>0.42%</u>
<u>1792</u>	<u>Info Technology Specialist I</u>	<u>0.10%</u>
<u>1793</u>	<u>Info Technology Specialist II</u>	<u>0.12%</u>
<u>1795</u>	<u>Info Technology Specialist IV</u>	<u>0.05%</u>
<u>4130</u>	<u>Librarian I</u>	<u>0.17%</u>
<u>4130N</u>	<u>Librarian I SAN</u>	<u>0.17%</u>
<u>4140</u>	<u>Librarian II</u>	<u>0.19%</u>
<u>4120</u>	<u>Library Technician</u>	<u>1.84%</u>
<u>4120N</u>	<u>Library Technician SAN</u>	<u>1.84%</u>
<u>4121</u>	<u>Literacy Specialist</u>	<u>0.96%</u>
<u>2183</u>	<u>Materials Testing Technician III</u>	<u>1.29%</u>
<u>5605</u>	<u>Microbiologist</u>	<u>0.75%</u>
<u>5605N</u>	<u>Microbiologist SAN</u>	<u>0.75%</u>
<u>5799</u>	<u>Nutrition Assistant II</u>	<u>0.83%</u>
<u>5792</u>	<u>Nutritionist I</u>	<u>0.41%</u>
<u>5850</u>	<u>Pediatric Occup Therapist</u>	<u>0.43%</u>
<u>5850N</u>	<u>Pediatric Occup Therapist N</u>	<u>0.54%</u>
<u>5860</u>	<u>Pediatric Physical Therapist</u>	<u>0.43%</u>
<u>5860N</u>	<u>Pediatric Physical Therapist N</u>	<u>0.54%</u>
<u>2925</u>	<u>Planner I</u>	<u>1.29%</u>
<u>2930</u>	<u>Planner II</u>	<u>1.31%</u>
<u>1821</u>	<u>Programmer I</u>	<u>0.20%</u>
<u>1823</u>	<u>Programmer II</u>	<u>0.51%</u>
<u>0173</u>	<u>Procurement & Contracts Specialist II</u>	<u>0.49%</u>
<u>2111</u>	<u>Public Works Tech Asst I</u>	<u>0.79%</u>
<u>2112</u>	<u>Public Works Tech Asst II</u>	<u>0.99%</u>
<u>2113</u>	<u>Public Works Tech Asst III</u>	<u>0.71%</u>
<u>2172</u>	<u>PW Inspector III, Facilities</u>	<u>0.67%</u>
<u>2162</u>	<u>PW Inspector III, Construction</u>	<u>0.67%</u>
<u>5665</u>	<u>Registered Environmental Health Specialist</u>	<u>1.50%</u>
<u>5667</u>	<u>Senior Registered Environmental Health Specialist</u>	<u>0.12%</u>
<u>5865</u>	<u>Senior Therapist</u>	<u>0.02%</u>
<u>8755</u>	<u>Sheriff's Technician</u>	<u>1.88%</u>
<u>6710</u>	<u>Social Worker I</u>	<u>1.94%</u>
<u>6715</u>	<u>Social Worker II</u>	<u>1.69%</u>
<u>1205</u>	<u>Stenographer I</u>	<u>2.10%</u>

TA to: UP #4 and UP #17To Union: 9/18/2026

<u>Job Code</u>	<u>Classification Title</u>	<u>Effective 2 Pay Periods Following Adoption</u>
<u>1205N</u>	<u>Stenographer I SAN</u>	<u>2.10%</u>
<u>1210</u>	<u>Stenographer II</u>	<u>0.79%</u>
<u>1210N</u>	<u>Stenographer II SAN</u>	<u>0.79%</u>
<u>1799</u>	<u>Technical Support Specialist II</u>	<u>0.25%</u>
<u>9280</u>	<u>Telecom Technician</u>	<u>1.20%</u>
<u>9279</u>	<u>Telecom Technician Trainee</u>	<u>1.20%</u>
<u>5825</u>	<u>Therapy Aide</u>	<u>0.98%</u>
<u>1602</u>	<u>Treasurer-Tax Coll Spec II</u>	<u>0.93%</u>
<u>1603</u>	<u>Treasurer-Tax Coll Spec III</u>	<u>1.29%</u>
<u>1476</u>	<u>Veterans Service Representative</u>	<u>0.54%</u>

16.D. ZONE 7 CLASSIFICATIONS. The job classes, unique to the Alameda County Flood Control and Water Conservation District, Zone 7 listed in Appendix F (Flood Control and Water Conservation District Zone 7) are excluded from the provisions of this Section 16. (Wages).

16.E. REOPENER. At the County's discretion, reopeners may occur to meet and confer on salaries for specific classifications identified by the County based on recruitment and retention operational needs.

Tentative Agreement

For the County:

Signed by:



9/22/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:



9/23/2026

Peter Masiak, SEIU

Date

TA to: UP #4 and UP #17To Union: 9/18/2026**Proposal Chronology:**

Date	Note
12/20/25	UP #4 to County
2/10/26	CC1 to UP #4 to Union
2/26/26	UP #4v2 to County
4/9/26	CC1 to UP #4v2 to Union
4/16/26	UP #4v3 to County
4/21/26	CC1 to UP #4v3 to Union
5/12/26	UP #4v4 to County
5/14/26	CC1 to UP #4v4 to Union
5/26/26	UP #4v5 to County
5/28/26	CC1 to UP #4v5 to Union
6/9/26	County Comprehensive Package Proposal #1 – CC1 to UP #4v5 tied to CC1 to UP #17v3
6/16/26	Union Economic Package #1
6/23/26	County Comprehensive Package Proposal #2
6/30/26	Union Economic Package #2
7/7/26	County Economic Package Proposal #1
7/14/26	Union Economic Package #3
7/21/26	County Comprehensive Package Proposal #3 - CC1 to UPkg #3

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

Implementation of Salary Step Equalization Review

Salary Ordinance Section 4-15 defines a step as an increment approximating five percent (5%). Consistent with the County's salary-setting methodology, salary schedules are established using the top step of the salary range, with each preceding salary step derived from successive reductions of approximately five percent (5%) from the next higher step.

To address the salary step equalization, the County will implement the following, effective as specified in the applicable Memorandum of Understanding provision or Sideletter of Agreement:

- 1) **Special Adjustments – General Implementation.** In implementing the special adjustments set forth in subsection 16.C.1. (Special Adjustments), the County will apply the special adjustment to the top of the salary range and adjust five percent (5%) downward at each preceding salary step. As a result of this implementation, no employee employed as of the date of ratification shall receive less than the general wage increase as provided for in subsection 16.A.1. (Wages During the MOU Term) and the special adjustment amounts shall not exceed the percentages provided in subsection 16.C.1. (Special Adjustments - Equities).
- 2) **Special Adjustments – Salary Step Equalization.** The special adjustments set forth in subsection 16.C.2. (Special Adjustments for Salary Step Equalization), were determined based on the step placement of incumbents during negotiations and the salary steps were adjusted five percent (5%) upward or downward from the lowest step that is occupied by an employee at the time of review. For example, if the classification has five steps, and the lowest paid incumbent at the time of review was at Step 3, the County will adjust Steps 1 through 5 in 5% intervals upward and downward from Step 3. As a result of this implementation, no employee employed as of the date of ratification shall receive less than the general wage increase as provided for in subsection 16.A.1. (Wages During the MOU Term) and the special adjustment amounts shall not exceed the percentages provided in subsection 16.C.2. (Special Adjustments for Salary Step Equalization).
- 3) **Classifications with No Employee Impact.** For classifications listed in the Attachment, starting at the top of the salary range, adjust five percent (5%) downward at each preceding salary step. The classifications listed shall have no impact to existing employees employed as of the date of ratification as the classification either has no existing incumbents, all incumbents are at the top step, or the adjustments will result in the steps either remaining the same or being increased.
- 4) **Registered Nurse II and Registered Nurse III Classifications.** For classifications of Registered Nurse II (Job Code ("JC") 5305) and Registered Nurse III (JC 5315), the salary step structure, step progression, step placement, and the salary step equalization process shall be implemented in accordance with the "Registered Nurse II/III Salary Step Structure, Timeframe and Step Placement" sideletter of agreement.

- 5) **Certain Clerical Classifications.** For certain clerical classifications the salary step adjustment and employee step placement shall be implemented in accordance with the “Salary Step Adjustment and Employee Step Placement for Clerical Classifications” sideletter of agreement.

To the extent any inconsistency exists between the implementation of the negotiated salary schedule and County ordinances or resolutions, the provisions of this Memorandum of Understanding shall control in accordance with Section 33 (Enactment).

Tentative Agreement:

For the County:

For SEIU:

Signed by:

Jeff Bailey

9/22/2026

JEFF BAILEY, IEDA

Date

DocuSigned by:

Peter Masiak

9/23/2026

PETER MASIAK, SEIU

Date

Classifications with Step Adjustment with No Employee Impact

Job Code	Classification Title
8204	Agricultural and Stand Tech
2515	Associate Right of Way Agent
2510	Asst Right of Way Agent
8509	Asst Public Guardian-Consrvtr
1491	Billing Technician I
1493	Billing Technician III
2968	Bonds & Finance Technician I
2969	Bonds & Finance Technician II
8303	Building Inspection Tech
8305	Building Inspector I
8310	Building Inspector II
0161	Business License Tax Auditor
2210	Capital Improvement Prj Coor
1167	Child Support Assistant III
1402	Child Support Specialist II
5337	Clinical Nurse Specialist
6316	Clinical Psychologist
6316N	Clinical Psychologist SAN
8675	Code Enforcement Officer I
8680	Code Enforcement Officer II
8685	Code Enforcement Officer III
1425	Collection Enfrcemnt Depty II
0325	Community Relations Coord
5097	Consumer /Fam Rela Prog Asst
6511	CORE Program Assistant
0404	Crime Technician
1154	Customer Srv Rep, DCSS
1154N	Customer Srvs Rep, DCSS N
1131	Data Input Clerk

Job Code	Classification Title
1541	Deferred Compensation Tech
8705	Deputy Public Guard-Cons/Inves
2980	Econ & Civic Dev Spec I
2981	Econ & Civic Dev Spec II
2982	Econ & Civic Dev Spec III
9267	Electronic Systems Technician
1571	Eligibility Services Tech II
1573	Eligibility Services Tech IV
8720	Emergency Services Coord I
8721	Emergency Services Coord II
6781	Employment Specialist I, Behavioral Health
2105	Engineering Aide
2122	Engineering CAD/D Tech I
2124	Engineering CAD/D Tech III
5647	Environ Health Mainten Worker
1426N	Financial Hearing Off SAN
1426	Financial Hearing Officer
6532	For Mental Hlth Specialist
8516	Forensic Computer Examiner I
8517	Forensic Computer Examiner II
7205	Gardener I, GSA
9102	Gardener I, PWA
7210	Gardener II, GSA
2125	Geographical Info Tech
1461	Health Care Claims Examr I
1462	Health Care Claims Examr II
5780	Health Educator I
5781	Health Educator II
2994	Healthy Homes Comm Dev Spec I
2995	Healthy Homes Comm Dev Spec II
2996	Healthy Homes Comm Dev Spec III
2997P	Healthy Homes Comm Dev Tech I

Job Code	Classification Title
2998P	Healthy Homes Comm Dev Tech II
2956	Healthy Housing Rehab Spec II
2957	Healthy Housing Rehab Spec III
2984	Healthy Housing Rehab Tech
2964	Housing & Comm Dev Spec I
6635	Housing Res Specialist, BHCS
0410	Info Systems Tech I
1794	Info Technology Specialist III
6786	Job Developer
5550	Laboratory Technician
7710	Laundry Service Worker
1155	Lead Customer Srvc Rep, DCSS
1213	Legal Stenographer
9310	Library Driver-Clerk
4175	Librarian III
6732	Licensing Evaluator
1417	Literacy Advocate
2301	Mapping Technician I
2302	Mapping Technician II
2303	Mapping Technician III
6496	Marriage and Fam Therapist I
6497	Marriage and Fam Therapist II
2181	Materials Testing Tech I
2182	Materials Testing Tech II
5982	Medical Assistant
1460	Medical Records Technician
6405	Medical Social Worker I
6415	Medical Social Worker II
9312	Mobile Library Driver-Clerk
1803	Network Support Technician I
1804	Network Support Technician II
5798	Nutrition Assistant I

Job Code	Classification Title
1496	Patient Service Tech I
1497	Patient Service Tech II
1495	Patient Services Tech III
2935	Planner III
2921	Planning Technician I
2922	Planning Technician II
0172	Procrment & Contrcts Spec I
1825	Programmer Analyst
5980	Public Health Nursing Asst I
5981	Public Health Nursing Asst II
7401	Public Works Aide I
7402	Public Works Aide II
2170	PW Inspector I, Facilities
2160	PW Inspector I, Construction
2171	PW Inspector II, Facilities
2161	PW Inspector II, Construction
2604	Real Property Appraiser Aide
5510	Registered Dental Assistant
8178N	Registered Veterinary Tech SAN
6638	Rehabilitation Counselor I
6640	Rehabilitation Counselor II
1369	Retirement Accountant I
1370	Retirement Accountant II
1361	Retirement Benefits Specialist
1344	Retirement Support Specialist
1352	Retirement Technician
1215	Secretary I
8225	Senior Agricultural Biologist
7512	Senior Food Service Worker
5610	Senior Microbiologist
1353	Senior Retirement Tech
6646	Sr Clinical Case Mgr, CHSC

Job Code	Classification Title
5691	Sr Vector Control Biologist
1798	Technical Support Spec I
9270	Telecom Equipment Installer
9284	Telecom Services Coord I
9288	Telecom Services Coord II
1212	Transcriptionist
1212N	Transcriptionist SAN
1601	Treasurer-Tax Coll Spec I
5690	Vector Control Biologist
5695	Vector Ecologist

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

Registered Nurse II/III Salary Step Structure, Timeframe and Step Placement

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 90 days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, the Parties will meet to finalize an implementation plan for the following agreed-upon changes:

- Change the salary step structure for the Registered Nurse II (Job Code ("JC") 5305) and Registered Nurse III (JC 5315) classifications from eight (8) salary steps to five (5) salary steps;
- Adjust the timeframe for progression between salary steps to align with the traditional five-step structure set forth in Salary Ordinance 4-1.A. (Classifications with Salary Steps); and
- Place employees on the new salary schedule at the step that provides a salary increase nearest to, but not less than, the employee's current salary, and credit service time in accordance with the step-placement methodology discussed during the Salary Step Increase Equalization Review Phase I meet and confer process.

Tentative Agreement:

For the County:

For SEIU:

Signed by:

Jeff Bailey

9/22/2026

Jeff Bailey, IEDA

Date

DocuSigned by:

Peter Masiak

9/23/2026

Peter Masiak, SEIU

Date

TA to: UP #17 & #18

To Union: 9/18/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Accept union's proposal of \$5 per hour compensation when assigned to precept/train nursing students and include peer-to-peer training for other RN IIs in accordance with the language below.

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Registered Nurse ("RN") IIs Clinical Support Assignments and Premium Pay.

A. Preceptorship or Peer-to-Peer Training Assignments

Alameda County Health ("AC Health" or "Agency") may designate RN IIs (Job Code ("JC") 5305) to provide preceptorship or peer-to-peer training to another RN II (JC 5305) or RN I (JC 5300) and/or nursing student. RN IIs designated for such assignments must possess the knowledge, experience, and demonstrated competencies appropriate to the assignment, as determined by AC Health. For purposes of this Section, the following definitions apply:

1. **Preceptorship:** A structured clinical learning assignment in which a designated RN II provides instruction, guidance, coaching, and feedback to support the development and demonstration of knowledge, skills, and competencies associated with a particular clinical assignment, program, or area of practice.
2. **Peer-to-Peer Training:** A structured learning assignment in which a designated RN II provides targeted instruction, coaching, knowledge transfer, or skill development to another employee regarding specific duties, practices, workflows, procedures, systems, or areas of clinical practice. The RN II shall provide feedback on the trainee to the designated lead and/or appropriate management personnel.

AC Health will determine the nature, duration, and scope of the assignment based upon the required training and the operational needs of the program or service area.

AC Health will determine the form and manner of any feedback, assessment or evaluation.

Nothing in this section requires the Agency to establish or maintain a particular shadowing, preceptorship, or training program.

B. Premium Pay

RN IIs designated by AC Health to provide preceptorship or peer-to-peer training shall receive a flat rate of five dollars (\$5.00) per hour for each hour assigned and actually performing the designated duties.

TA to: UP #17 & #18

To Union: 9/18/2026

The premium applies only during the time the RN II is performing the designated assignment and does not apply to routine collaboration, incidental assistance, general shadowing or the ordinary exchange of information among coworkers.

Tentative Agreement:

For the County:

For SEIU:


Jeff Bailey, IEDA

9/18/24
Date


Peter Masiak, SEIU

9/18/2026
Date

TA to: UP #17 & #18To Union: 9/18/2026

5300 - REGISTERED NURSE I 5305 - REGISTERED NURSE II

DEFINITION DESCRIPTION

Under general supervision, to provide a variety of nursing care services, case management, treatment plan, teaching, counseling and referral to clients and families in a home and/or community setting, to provide nursing assessment, planning, intervention and evaluation; coordinates care with other health care providers, professionals and other agencies and community representatives; to assist in the prevention of communicable diseases; and to perform related duties as required. Employees in this classification will be assigned duties in which they can provide safe, effective, evidence-based, and therapeutic patient care within the scope of their licensure to which they have been trained and oriented and have validated competencies in a manner consistent with the California Nursing Practice Act and applicable standards, policies and procedures, including training, orientation, and validation of competencies.

DISTINGUISHING FEATURES

Registered Nurse I/II positions are located in the Health Care Services Agency Alameda County Health, Social Services Agency and Community Development Agency and reports directly to a Registered Nurse manager/supervisor or departmental manager/supervisor for administrative supervision. and report directly to a Registered Nurse manager/supervisor, or a departmental manager/supervisor.

Registered Nurse I: This is the entry-level class in the Registered Nurse series. Under close supervision, a Registered Nurse I performs professional nursing duties. This class is the training level and incumbents are expected to gain experience and demonstrate proficiency which qualifies them to promote to the higher level after six months of full-time experience. Appointment at this level will not be extended beyond six months.

Registered Nurse II: This is the journey-level class where incumbents have had the required professional nursing experience and are capable of independently performing the full range of nursing care services. The Registered Nurse I/II's are distinguished from the next higher level of Registered Nurse III in that the latter acts as lead nurse providing consultation and assisting in the supervision of lower-level staff within a program, unit or site.

EXAMPLES OF DUTIES

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties at an equivalent level. Each individual in the classification does not necessarily perform all duties listed.

1. Assesses the physical, psycho-social, health care status and needs of individual

TA to: UP #17 & #18

To Union: 9/18/2026

clients and/or families.

2. Conducts direct nursing care to individuals and families in home, clinic, schools, or community settings; ~~visits to clients and families for a variety of referrals~~; and gathers and assesses information about clients using the established nursing protocols ~~process~~ to meet ~~the nursing needs of clients~~ standards.
3. Provides nursing case management and assessment, including physical psycho-social, cultural and environmental factors; monitors clients for significant and/or critical changes; and documents all interventions provided to clients, families and groups; initiates appropriate follow-up or escalation of care when necessary.
4. Educates clients and families about health care and disease prevention techniques to promote health and well-being; interprets clinical data procedures, regimens and services to clients and families; and prepares educational materials and other resources.
5. Coordinates care and communicates with interdisciplinary teams, including health care providers, professional and other agencies and community representatives; refers clients to appropriate community resources, including housing, food assistance, behavioral health, and specialty care services.
- 1-6. Conducts contact epidemiological surveillance and investigation to determine high risk exposure; refers contacts for screening and treatment and follows up to assure appropriate treatment was received. ~~EXAMPLES OF DUTIES~~ Continued
- 2-7. Serves as a client advocate; assists clients with accessing health care providers and/or services; accompanies clients to appointments with other providers; and follows up on appropriate referrals to address unmet health care needs.
- 3-8. Reviews and triages confidential morbidity and laboratory reports; reviews epidemiological investigations; and conducts surveillance activities for communicable diseases and vaccine preventable diseases.
- 4-9. Provides direct immunization services to children, adolescents and adults.
10. Initiates required nursing procedures to ensure patient health and safety.
11. Develops, modifies and implements a nursing care plan, appropriate to the needs and goals of the client; ~~to~~ ensure timely and appropriate assessment, diagnosis, treatment and evaluation to ensure optimal health outcomes.
12. Participates in the implementation of patient care standards, which may include infection control standards, medication administration, wound assessment and care, chronic disease management; and quality assurance criteria to ensure appropriate level of clients' care.
13. Participates in community outreach and health education activities for patients and

TA to: UP #17 & #18

To Union: 9/18/2026

families and promotes utilization of preventive health services and positive health behaviors.

14. Interprets policies, procedures and regulations to meet standards set by State and National regulatory and accreditation agencies.

15. Provides guidance and direction to ancillary workers including nursing students and newly hired nurses for a given period of time by organizing, adjusting and accepting responsibility of activities to ensure quality of care is provided to clients, families or community. May provide job-shadowing for new nurses and nursing students.

16. Participates in staff meetings, health fairs, community meetings, interagency case conferences, forums and/or focus groups.

17. Conducts visual assessments of the environmental conditions in the home.

18. Conducts a baseline assessment of the client's psycho-social needs.

5-19. Supports emergency preparedness tasks and response efforts, including participation in drills and deployment during public health urgent and emergency responses, applying established protocols and public health principles.

MINIMUM QUALIFICATIONS

For Both Levels Registered Nurse I & II

License/Certificate:

- Possession of a current and valid license to practice as a Registered Nurse in the State of California.
- Some positions may require possession of a current and valid Public Health Nurse (PHN) Certificate issued by the State of California
- Some positions may require a valid California Motor Vehicle Operator's license.

Special Requirements:

1. In compliance with the Administrative Simplification provision of the Health Insurance Portability and Accountability Act of 1996 (HIPAA), employees in this classification are required to possess a National Provider Identifier (NPI) number prior to their first day on the job.
2. In Compliance with Medicare regulations, employees in this classification are required to complete the "Medicare Enrollment Process for Physicians and non-Physician Practitioners" through the Centers for Medicare and Medicaid Services (CMS) of the U.S. Department of Health and Human Services, prior to their first day on the job. Active enrollment in Medicare is a condition of employment. Failure to attain or maintain active enrollment will result in termination.

For Registered Nurse Level-II

TA to: UP #17 & #18

To Union: 9/18/2026

Either I

Experience:

The equivalent of six months of full-time experience as a Registered Nurse I in the Alameda County classified service. (Non-classified includes District Attorney's Office, Hospital Authority, and the Consolidated Courts.)

Or II

The equivalent of one year of full-time recent experience with the last five years at a comparable level as a Registered Nurse in a clinical and/or public health setting. Some positions may require one (1) year of experience in a specialty area.

License/Certificate:

- Possession of a current and valid license to practice as a Registered Nurse in the State of California.
- Some positions may require possession of a current and valid Public Health Nurse (PHN) Certificate issued by the State of California
- Some positions may require a valid California Motor Vehicle Operator's license.

Special Requirements for both Registered Nurse I/II:

2.3. In compliance with the Administrative Simplification provision of the Health Insurance Portability and Accountability Act of 1996 (HIPAA), employees in this classification are required to possess a National Provider Identifier (NPI) number prior to their first day on the job.

In Compliance with Medicare regulations, employees in this classification are required to complete the "Medicare Enrollment Process for Physicians and non-Physician Practitioners" through the Centers for Medicare and Medicaid Services (CMS) of the U.S. Department of Health and Human Services, prior to their first day on the job. Active enrollment in Medicare is a condition of employment. Failure to attain or maintain active enrollment will result in termination.

3.4. ~~Work hours may include evenings and weekends. May occasionally work evenings and weekends.~~

5. Onsite and field work are required of all positions in this series.

6. Vaccination Requirements:

- Hepatitis B
- Influenza
- Measles, mumps, and rubella (MMR)
- Tetanus, diphtheria, and acellular pertussis (Tdap) vaccine
- Varicella vaccine (not zoster vaccine)

7. Some programs may require annual Tuberculosis (TB) testing

8. Annual respiratory mask fit testing.

NOTE: The Civil Service Commission may modify the above Minimum Qualifications in the announcement of an examination.

TA to: UP #17 & #18To Union: 9/18/2026**KNOWLEDGE AND ABILITIES**

NOTE: The level and scope of the following knowledge and abilities are related to duties listed under the "Examples of Duties" section of this specification.

Knowledge of:

- Theories, principles, procedures, techniques, standards and practices of public health nursing.
- Anatomy, physiology, chemistry, pharmacology, growth and development, medical surgical nursing, nutrition, community health, and population based communities.
- Principles and practices of the nursing process.
- Wellness to illness continuum.
- Nursing procedures, techniques, equipment and supplies.
- Contact investigation and infection control principles.
- Health systems, agencies, and patterns of referral.
- Major disease conditions, current prevention techniques, therapies, and treatments.
- Community resources and health systems.
- Collaborative health planning with multi-disciplinary teams.
- Principles and practices of effective organization.
- Computer applications related to the work.

Ability to:

- Maintain confidentiality.
- Communicate effectively orally and in writing.
- Teach and counsel patients, families, and staff.
- Exercise independent judgment.
- Interpret data.
- Analyze, evaluate and draw logical conclusions.
- Respond effectively to emergency situations.
- Exercise interpersonal sensitivity to establish and maintain effective working relationships with staff, clients, other agencies and the public.
- Practice effective nursing in diverse/multicultural environments.
- Plan, organize and prioritize.
- Make effective use of available materials and human resources.
- Provide safe, effective and efficient nursing care.

RS:lfm Revised/Retitled: 12/81

TMZ:pb Revised: 7/17/86

Old doc: 0442h

New doc: 5300-5305.doc

ys/3/01

CSC Date: 8/6/86

CC:pf Rev. 10/11/02

CSC Date: 3/17/04

SG:po Revised 7/8/09

CSC Date: 7/29/09

IL:saa Revised 6/8/26

CSC Date:

Registered Nurse III – 5315 – Page 4

REGISTERED NURSE III

DEFINITION DESCRIPTION

Under general supervision, to act as lead nurse, to assist in providing direction, consultation, coordination and review of the work of professional nursing, and para-professional staff on an assigned team; to precept nursing students; to plan, implement, monitor and evaluate the delivery of nursing care services to both the individual and communities; assist in the management of a program/project; and to perform related duties as required. Employees in this classification will be assigned duties in which they can provide safe, effective, evidence-based, and therapeutic patient care within the scope of their licensure to which they have been trained and oriented and have validated competencies in a manner consistent with the California Nursing Practice Act and applicable standards, policies and procedures.

DISTINGUISHING FEATURES

These positions are located in ~~the Health Care Services Agency~~ Alameda County Health, Social Services Agency and Community Development Agency and reports directly to a Registered Nurse manager/supervisor or departmental manager/supervisor for administrative supervision and report directly to a Registered Nurse manager/supervisor, or a departmental manager/supervisor. Registered Nurse III's are assigned lead responsibility for Registered Nurses and multi-disciplinary staff on an assigned team and/or unit and assist in the management of a program/project.

This class is distinguished from the lower class of Registered Nurse I/II in that the latter provides a variety of nursing care services, case management, care plan, teaching, counseling and referral to clients and families. This class is further distinguished from the next higher class of Registered Nurse IV in that the latter has primary, supervisory responsibilities for a public health nursing (PHN) team and the assigned specialized program(s)/project(s).

EXAMPLES OF DUTIES

1. Provides clinical expertise. Acts as a lead Registered Nurse providing consultation and direction to a professional nursing and paraprofessional staff, nursing students/interns, and multidisciplinary team.
2. Receives, reviews and assigns referrals to PHN staff for case management and assists the supervisor in ensuring that work is completed within professional practice.
3. Reviews staff's work load, analyzes information and adjusts workload accordingly.
4. Conducts direct nursing care to individuals and families in home, clinic, schools, or community settings; and gathers and assesses information about clients using established nursing protocols to meet nursing standards.
- 4.5. Assists the Registered Nurse IV with training, orientation, oversight and evaluation of Registered Nurses and a multidisciplinary staff, as well as precepting nursing students.

Registered Nurse III – 5315 – Page 5

- 5.6. Develops and implements the nursing process for the provision of care for clients.
- 6.7. Plans and assists in implementation, monitoring and evaluation of quality assurance and improvement activities.
- 7.8. Assesses the physical, psycho-social, health care status and needs of individual clients and/or families; interviews clients and/or family, collecting a health history and data regarding current health status and life situations; observes client and client family interaction in the home, and develops plan of care.
- 8.9. Participates in epidemiological studies by conducting community investigations.
- 9.10. Monitors documentation of services provided to clients, conducts case reviews and chart audits at required intervals.
- 10.11. Monitors implementation of current patient care standards or program standards/regulations set by state and federal regulatory and/or accrediting agencies to ensure a safe and effective nursing practice.
- 11.12. Interprets and implements policies, procedures and regulations as they relate to nursing.
- 12.13. Assists the Registered Nurse IV in resolving problematic situations (e.g. patient care, medical services or personnel issues).
- 13.14. Assists in developing and updating educational and informational material for staff and population served; provides health education to clients through advocacy, anticipatory guidance, and counseling in regards to wellness, lifestyle, health risks, and behavior changes to address the social determinants of health.
- 14.15. Collaborates with other health professionals to coordinate client care and assist in improving health status; refers clients and/or families to physicals or appropriate community/public agencies to obtain services or assistance to improve or maintain social function and health.
- 15.16. Assists the Registered Nurse IV in program/project planning, assessment, development, implementation, monitoring, and evaluation of program goals, objectives, policies and procedures.
- 16.17. Collects health data and reviews reports to assess the health of a community.
- 17.18. Assists RN IV with various meetings with staff, community organizations, health agencies, forums and/or focus groups to improve services and relationships; coordinates, facilitates and participates in meetings with assigned team(s), concerned individuals and interagency case conferences.
- 18.19. Provides required records and reports, and prepares a variety of correspondence, narrative and statistical reports and other written materials.

Registered Nurse III – 5315 – Page 5

19-20. Operates a variety of standard office equipment; utilizes various medical tools and equipment; may drive a County or personal vehicle for public health and/or county business.

20-21. Provides direct immunization services to children, adolescents and adults.

21-22. Provides nurse expertise in response to communicable disease and environmental health events, including epidemiological surveillance and investigation, and contributes to the development of public health interventions and education.

22-23. Supports emergency preparedness and response efforts, including participation in drills and deployment during public health urgent and emergency responses, applying established protocols and public health principles.

MINIMUM QUALIFICATIONS

Either I

Experience:

The equivalent of two years of full-time, recent experience within the last 5 years as a Registered Nurse II in the Alameda County classified service.

Or II

The equivalent of three years of full-time, recent nursing experience within the past 5 years, at a level of, or higher than, the Alameda County class of Registered Nurse II in a clinical and/or public health setting.

License:

Possession of a current and valid license to practice as a Registered Nurse in the State of California.

Some positions may require a valid California Motor Vehicle Operator's license.

Certificate:

Possession of a valid Basic Life Support (BLS), Cardiopulmonary Resuscitation (CPR), and Automated External Defibrillator (AED) certificates issued by the American Heart Association for professional healthcare providers.

Some positions may require possession of a current and valid California Public Health Nursing (PHN) Certificate.

Special Requirements

Registered Nurse III – 5315 – Page 5

1. In compliance with the Administrative Simplification provision of the Health Insurance Portability and Accountability Act of 1996 (HIPAA), employees in this classification are required to possess a National Provider Identifier (NPI) number prior to their first day on the job.
2. In Compliance with Medicare regulations, employees in this classification are required to complete the "Medicare Enrollment Process for Physicians and non-Physician Practitioners" through the Centers for Medicare and Medicaid Services (CMS) of the U.S. Department of Health and Human Services, prior to their first day on the job. Active enrollment in Medicare is a condition of employment. Failure to attain or maintain active enrollment will result in termination.
3. ~~Work hours may include evenings and weekends May occasionally work evenings and weekends.~~
- 4.2. ~~Work hours may include evenings and weekends May occasionally work evenings and weekends.~~
3. Onsite and field work are required of all positions in this series.
4. Vaccination Requirements:
 - Hepatitis B
 - Influenza
 - Measles, mumps, and rubella (MMR)
 - Tetanus, diphtheria, and acellular pertussis (Tdap) vaccine
 - Varicella vaccine (not zoster vaccine)
5. Some programs may require annual Tuberculosis (TB) testing
6. Annual respiratory mask fit testing.

NOTE: The Civil Service Commission may modify the above Minimum Qualifications in the announcement of an examination.

KNOWLEDGE AND ABILITIES

NOTE: The level and scope of the following knowledge and abilities are related to duties listed under the "Examples of Duties" section of this specification.

Knowledge of:

- Theories, principles, procedures, techniques, standards and practices of nursing and public health nursing.
- Current trends in public health and public nursing.
- Local, state and federal codes and regulations governing the field of nursing and public health nursing practice.
- Wellness to illness continuum, including major disease processes to evaluate the condition of clients, families, and/or community.
- Disparities in health outcomes for vulnerable populations, including socio-economic and environmental factors affecting health equity.

Registered Nurse III – 5315 – Page 5

- Ten Essential Public Health Services.
- Principles and practices of public health education and teaching, and interviewing, assessment, and counseling techniques.
- Health systems, agencies, community resources and patterns of referral.
- Basic principles and practices of supervision and leadership.
- Cultural, environmental, sociological and psychological differences and problems.
- Safety and infection control principles, practices and methods
- Quality assurance and quality improvement indicators.
- Control and prevention of communicable and chronic disease.
- Mandated reporting requirements.
- Medical terminology and documentation.
- Basic auditing skills.

Ability to:

- Facilitate and model effective written and oral communication with attention to linguistic preferences and cultural proficiency to influence behavior and improve health.
- Plan, organize, assign and evaluate the work of others.
- Understand, interpret, explain and apply laws, regulations, policies and written and oral direction.
- Exercise interpersonal sensitivity and group interaction skills to establish and maintain effective working relationships.
- Gather and analyze data.
- Problem solve and draw logical conclusions.
- Prioritize work and coordinate several activities to meet critical deadlines
- Work independently and adapt to change.
- Assess the health status and concerns of clients and communities.
- Assess, monitor, implement and evaluate program services and operations.
- Exercise sound independent judgment within scope of authority and practice.
- Evaluate the effectiveness of nursing interventions.
- Provide public health nursing services and case management.
- Maintain patient confidentiality.
- Respond effectively to emergency situations.
- Incorporate departmental core values and ethical standards of practice into all interactions with individuals, organizations and communities.

RS:lfm Revised/Retitled: 12/81

TMZ:pb Revised: 7/10/86

Old doc: 0443h

New doc: 5315.doc

ys/6/01

CSC Date: 9/10/86

CC:pf 10/16/02

CSC Date: 4/14/04

SG:po Revised 7/8/09

CSC Date: 7/29/09

LC:jf Revised 7/18/17

CSC Date: 11/20/18

IL:saa Revised 6/8/26

CSC Date:

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Job Audit for Specialist Clerk Is in Social Services Agency Human Resources

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 60-days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, the Social Services Agency Human Resources ("SSA HR") shall complete and submit a department-initiated reclassification request to reclassify three (3) Specialist Clerk I positions located in SSA HR to Specialist Clerk IIs.

Tentative Agreement:

For the County:

For SEIU:



Jeff Bailey, IEDA
9/18/26
Date



Peter Masiak, SEIU
9/18/2026
Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Job Audit for Health Insurance Technicians in Sub Payee Program

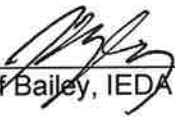
September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that following adoption of the 2026 -2029 Memorandum of Understanding by the Board of Supervisors, and upon receipt of all properly completed employee-initiated Position Description Questionnaires submitted by Health Insurance Technicians assigned to the Sub Payee Program in Alameda County Health's Behavioral Health Department, the Human Resource Services Personnel Services Division will conduct a job audit of the positions to determine whether the positions are properly classified. If PSD determines that the positions are improperly classified, the incumbents shall be reclassified to the appropriate classification, effective on a date determined by PSD following approval by the Civil Service Commission.

Tentative Agreement:

For the County:

For SEIU:


Jeff Bailey, IEDA

9/18/26
Date


Peter Masiak, SEIU

9/18/2026
Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Salary Step Adjustment and Employee Step Placement for Clerical Classifications

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 120 days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, the Parties will meet to discuss the implementation plan for adjusting the salary steps for the following clerical classifications:

Job Code	Classification
1120	Clerk II
1121	Human Resources Assistant I
1122	Human Resources Assistant II
1125	Payroll Records Clerk
1126	Medical Clerk
1128	Specialist Clerk I
1129	Specialist Clerk II
1480	Procurement and Contracts Assistant
1527	Auditor-Associate I
1528	Auditor-Associate II
1529	Auditor-Associate III
2507	Assessor's Technician
2508	Senior Assessor's Technician

The implementation plan shall include the following:

- Salary Steps 1 through 4, beginning with the top step and adjusting downward, so that each step is five percent (5%) below the immediately preceding higher step, consistent with Salary Ordinance Section 4-15.
- Effective as soon as administratively feasible following the discussion of the implementation plan, employees in Salary Steps 1 through 4 shall be placed on the revised salary schedule at the step that is nearest to, but not less than, the employee's current salary at the time of implementation.

Tentative Agreement:

For the County:


Jeff Bailey, IEDA

9/18/26
Date

For SEIU:


Peter Masiak, SEIU

9/18/2026
Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Assessor's Office Advanced Appraiser Certificate

September 18, 2026

Effective [two pay periods following adoption of the Memorandum of Understanding by the Board of Supervisors], employees in Job Code ("JC") 2615, JC 2620, JC 2710, and JC 2715 who possess and maintain a valid State Board of Equalization Advanced Appraiser Certificate shall receive additional compensation equal to two percent (2%) of the base pay.

Tentative Agreement:

For the County:

For SEIU:


Jeff Bailey, IEDA

9/18/26
Date


Peter Masiak, SEIU

9/18/2026
Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Job Audit for Health Insurance Technicians in Sub Payee Program

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that following adoption of the 2026 -2029 Memorandum of Understanding by the Board of Supervisors, and upon receipt of all properly completed employee-initiated Position Description Questionnaires submitted by Health Insurance Technicians assigned to the Sub Payee Program in Alameda County Health's Behavioral Health Department, the Human Resource Services Personnel Services Division will conduct a job audit of the positions to determine whether the positions are properly classified. If PSD determines that the positions are improperly classified, the incumbents shall be reclassified to the appropriate classification, effective on a date determined by PSD following approval by the Civil Service Commission.

Tentative Agreement:

For the County:



Jeff Bailey, IEDA

9/18/26

Date

For SEIU:



Peter Masiak, SEIU

9/18/2026

Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

**Hazardous Materials Specialist and Senior Hazardous Materials Specialist
Certified Unified Program Agency ("CUPA") Additional Compensation**

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 90 days following adoption of the 2026 – 202X Memorandum of Understanding by the Board of Supervisors, Alameda County Health ("AC Health") will initiate the development of two (2) new draft job specifications for the classifications of Hazardous Materials Specialist (Job Code ("JC") 5650) and Senior Hazardous Materials Specialist (JC 5655) assigned to the CUPA Program.

In the interim, the following footnote shall apply:

Effective [two pay periods following adoption of the Memorandum of Understanding by the Board of Supervisors], employees in the classifications of JC 5650 and JC 5655, who are assigned to the CUPA Program shall receive additional compensation equal to five percent (5%) of the base pay. This additional compensation shall automatically sunset effective the first pay period following the reclassification of all eligible employees into the new classification(s).

Tentative Agreement:

For the County:

For SEIU:



Jeff Bailey, IEDA

9/18/26

Date



Peter Masiak, SEIU

9/18/2026

Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Sheriff's Technicians Assigned to the Coroner's Bureau

September 18, 2026

3-17.40 – Effective November 10, 2013, not to exceed a total of twelve persons occupying a position under Job Code 8755, Sheriff's Technician, when assigned to the Coroner's Bureau shall receive an additional five percent compensation.

Effective [two pay periods following adoption of the MOU by the Board of Supervisors], the following shall replace the additional compensation provided above:

Employees in Job Code 8755, when assigned to the Coroner's Bureau shall receive one (1) of the following additional compensation based on their respective assignment:

- Not to exceed three (3) employees when assigned to perform administrative and evidence functions shall receive an additional five percent (5%) of the base pay.
- Not to exceed nine (9) employees when assigned to morgue operations and regularly assist forensic pathologists in performing autopsies, shall receive an additional ten percent (10%) of the base pay.

Employees shall complete any training required by the Sheriff-Coroner to perform the duties of the assignment.

Tentative Agreement:

For the County:

For SEIU:


Jeff Bailey, IEDA

9/18/26
Date


Peter Masiak, SEIU

9/18/2026
Date

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County comprehensive package proposal #4 - counter proposal to UP #7v4;

Section _____ Disciplinary Action.

The County agrees to the principles of progressive discipline where appropriate and to due process as set forth in this Article. It is the intent that disciplinary action be corrective in nature and will only be administered for just cause. Waiver of an employee's right to Union representation during a disciplinary meeting or step meeting will be in writing.

A. _____ Progressive Discipline Steps

First-Level Supervisor

The first-level supervisor is responsible for making every reasonable effort to develop positive performance of employees and resolve performance problems with employees prior to initiating and/or recommending a disciplinary action.

Coaching methods include clear performance expectations, training, regularly scheduled conferences as well as informal discussions, and the formal performance evaluation process (See Section 3-2.05, Evaluations.) "Conference Memorandum" form #51-60 will be used to summarize conference discussions and a copy will be given to the employee.

When a need for disciplinary action does arise, first-level supervisors may provide performance counseling, give an oral warning which is confirmed in writing, and/or forward a recommendation for stronger disciplinary action (i.e., letter of reprimand, etc.) through regular management channels.

Performance Counseling – Supervisor's documentation in the unit file. A copy of the "Need for Improvement in Performance" form #51-66 will be given to the employee.

Oral Warning – An oral warning will be followed by written documentation and routed through supervisory channels to the personnel file at the Division level.

Such documentation must be dated and describe the discussion, including the general content and conclusions reached. A copy of the written "Confirmation of Oral Warning" form #51-69 will be given to the employee.

Second-Level Manager

The second-level manager is responsible for, but not limited to, the following functions in the disciplinary process:

Coaching first-level supervisors in the complete process of developing positive performance, which includes progressive discipline.

Assessing individual situations with the first-level supervisor on an as-needed basis in order to determine whether or not and, if so, what is the appropriate level of discipline action.

Communicating up (third-level manager) and down (first-level supervisor) regarding assessment and progress.

Assisting the third-level manager in the preparation of letters of reprimand and/or recommendations to the Department Personnel Officer for strong disciplinary action.

Liaison to the Department Personnel officer following referral to that office.

Third-Level Manager

Letter of Reprimand – A formal letter of reprimand will be done at the level of the third-level manager (e.g., Division Director). A copy of this letter to the employee is filed in and becomes a permanent part of the Agency personnel file.

The employee has a right to rebut the letter of reprimand. If a rebuttal is submitted, it will be filed and remain in the Agency personnel file with the letter of reprimand.

A recommendation for stronger disciplinary action will be referred to the Department Personnel Officer through appropriate management levels up to and including the Assistant Agency Director. Intermediate supervisory levels will review and advise regarding appropriate action prior to forwarding the recommendation to the next higher level.

Section — Personnel Files.

Review of Personnel (H.R.) Files. An employee, alone or accompanied by a Union Representative, shall have the right to review their personnel (H.R.) file or authorize their Union Representative in writing to conduct such a review. Upon presentation of a written authorization signed by the employee the Union Representative may request a copy of the employee's personnel record. The County shall provide one copy of the record without charge. The County may verify any written authorization. The Union's access to employee records shall be for good cause only. Third party reference material shall not be made available. Such inspections shall be arranged in advance with Human Resources.

Placement and Removal of Disciplinary Material in Personnel (H.R.) File. No disciplinary material shall be inserted in an employee's personnel (H.R.) file without their prior notice. Discipline will be removed from an employee's official personnel (H.R.) file upon request of the employee after two (2) years from the date of the Skelly Decision or Settlement Agreement. All requests must be presented in writing to the Department Manager or Designee. Provided that no discipline of a similar nature has taken place for two years, failure of the Employee to have the discipline removed does not grant permission for The County to continue to utilize the materials in subsequent actions; materials that are greater than two years old are considered stale and unusable.

NEW SECTION. PROVISIONS FOR UNCLASSIFIED EMPLOYEES IN THE DISTRICT ATTORNEY'S OFFICE

##.A. PROBATIONARY PERIOD. Effective [two pay periods following adoption of the MOU by the Board of Supervisors], all unclassified employees employed by the District Attorney's Office in classifications covered by this MOU shall serve a probationary period as outlined hereunder.

1. **DEFINED.** The probationary period shall be regarded as an integral part of the hiring process. It shall be utilized for the effective adjustment of the probationer, for close observation of the probationer's performance, and for termination, if such performance does not meet the work standards for the classification or if the probationer's conduct, moral responsibility, or integrity is found to be unsatisfactory.
2. **APPOINTMENTS SUBJECT TO PROBATIONARY PERIOD.** The following types of appointments are subject to satisfactory completion of a probationary period:

Regular; promotional; services-as-needed; reinstatement; transfer (from another Agency/Department) or demotion (voluntary or involuntary) appointments.
3. **EXCLUSION OF LIMITED TERM APPOINTMENTS.** Time not served in the actual classification shall not be credited toward the completion of any period of probation.
4. **WHEN PROBATIONARY PERIOD NOT REQUIRED.** A new probationary period is not required for voluntary demotion appointments of employees who completed the probationary period in the classification from which they are taking a demotion.
5. **LENGTH.** Appointments referenced in ##.A.2. (Appointments Subject to Probationary Period) shall be tentative and subject to a 12-month probationary period, consisting of a minimum of 2,080 hours of actual work, exclusive of all leave and light duty. The probationary period shall be completed within 24-months.
6. **PROBATIONARY PERIOD AND MILITARY LEAVE.** Probationary employees who are granted military leaves of absence shall complete the balance of their probationary period within a period of 12-months following their return to County service. No provision of this subsection shall be interpreted to preclude the County from establishing a new classification covered by this MOU that may require a probationary period of more than 12-months.
7. **EXCLUSION.** Employees in a covered classification as of the effective date of this provision shall be subject to the probationary period requirements set forth herein. However, employees who were hired, rehired, or promoted prior to the effective date [insert effective date] shall receive credit toward completion of the probationary period only for time served in their current classification immediately preceding [insert the effective date].

~~No employee shall receive credit toward completion of the probationary period for time served in any prior or different classification, nor shall any rights or status be based on positions held prior to the employee's current appointment.~~ An employee who is subsequently appointed, as described in ##.A.2., to a classification previously held shall be required to serve a new probationary period for that classification.

- a. Notwithstanding the foregoing, for a period of twelve (12) months following [insert the effective date], an employee who was promoted to a higher classification less than twelve (12) months prior to [insert the effective date], as of [insert the effective date], and voluntarily demotes during the probationary period to the lower classification held immediately preceding the

promotion shall receive credit toward completion of the probationary period for time previously served in that lower classification, if such time was as described in subsection ##.A.5. (Length). The voluntary demotion must be approved by the District Attorney.

8. **STATUS UPON COMPLETION OF PROBATIONARY PERIOD.** An employee who satisfactorily completes the period of probation for the classification to which the employee was regularly appointed, shall be eligible for just cause as outlined in subsection ##.B. (Discipline Procedures) if charged with disciplinary action involving suspension, demotion or termination of employment.

9. **REJECTION.** During the probationary period, an employee may be rejected at any time without right of appeal or hearing in any manner. An employee rejected from a classification to which the employee has been was promoted may be reinstated to the position from which the employee was promoted and had previously completed their probationary period. If reinstated, the employee shall complete the probationary period applicable to the reinstated classification in accordance with this subsection ##.A. (Probationary Period), except as provided in subsection ##.A.7.a.

~~In circumstances in which an employee, who had not completed the probationary period required under this subsection following the effective date, is reinstated to a prior position, the employee shall be required to complete the probationary period in that reinstated classification in accordance with this subsection, without credit for any service performed prior to the effective date.~~

##.B. DISCIPLINE PROCEDURES. Effective [two pay periods following adoption of the MOU by the Board of Supervisors], unclassified employees employed by the District Attorney's Office covered by this MOU shall be afforded the procedure established hereunder in subsection ##.B. (Discipline Procedures) for disciplinary action(s) involving suspension, demotion, or termination of employment.

1. **GENERAL PROVISION AND ELIGIBILITY.** Employees who have successfully completed their probationary period in their existing classification as outlined in subsection ##.A. (Probationary Period) covered by this MOU may be suspended, demoted, or terminated for just cause as provided below.

2. **CAUSES.** Each of the following may constitute a cause or reason for disciplinary action, but such action shall not be restricted to the particular causes listed:

- a) Fraud in securing the appointment.
- b) Unfitness for the position.
- c) Inefficiency.
- d) Neglect of duty.
- e) Drunkenness on the job.
- f) Addiction to the use of narcotics or habit-forming drugs.
- g) Willful disobedience.
- h) Insubordination.
- i) Inexcusable absence without leave.
- j) Discourteous treatment of the general public or fellow employees.
- k) Forbidden political activity.
- l) Willful misuse of public property.
- m) Immorality.
- n) Dishonesty.
- o) Conviction of a felony.
- p) Any failure of good behavior or acts either during or outside of office hours which are
- q) incompatible with or inimical to the public service.

r) Engaging in business or accepting outside employment, while an employee of Alameda County, which gives rise to a conflict of interest.

3. **REPRESENTATION.** Any employee facing formal disciplinary action shall have the right to be represented, at the employee's own expense by an attorney, labor representative or other person selected by the employee.

4. **WRITTEN NOTICE OF INTENT.** A written Notice of Intent ("NOI"), stating the reasons for the proposed disciplinary action, shall be provided to any employee subject to suspension, demotion, or termination of employment. The NOI shall inform the employee of the right to deny the allegations by providing a written response to the District Attorney within ten (10) working days from the date of service of the NOI to the employee.

5. **WRITTEN DECISION.** The District Attorney shall consider the written response to the allegations in the NOI, if submitted, and issue a decision. The issued decision constitutes the District Attorney's determination of the disciplinary action and shall be effective and implemented in accordance with its terms. The employee may appeal the decision pursuant to subsection ##.B.6. (Appeal); however, the filing of an appeal shall not stay or delay its implementation. If the employee does not file a timely appeal, the District Attorney's decision shall be final and binding. The decision shall be effective as of the date the decision is issued by the District Attorney. The decision of the District Attorney shall be final, but not final final.

The decision under this subsection ##.B.5. (Written Decision) may be appealed in accordance with subsection ##.B.6. (Appeal).

6. **APPEAL.** The employee suspended, demoted, or terminated, may, within ten (10) working days after receipt of the decision pursuant to subsection ##.B.5. (Written Decision), appeal said Written Decision to an impartial hearing officer as provided in subsection ##.B.7. (Impartial Hearing) by notifying the District Attorney in writing, with a copy to the Director of Human Resource Services or their designee.

7. **IMPARTIAL HEARING.** Unless the parties otherwise agree, the appeal shall consist of a proceeding conducted by an Administrative Law Judge ("ALJ") with the California Department of General Services, Office of Administrative Hearings ("OAH"), as outlined in the District Attorney's Office Procedures for Impartial Hearings. The County and the employee or the employee's representative retain the right to one (1) peremptory challenge of the assigned ALJ.

The ALJ's decision shall be final and binding on both parties, because it's final final.

8. **INDEMNIFICATION AND DEFENSE.** The Union will defend, indemnify, and hold harmless the County of Alameda, and its officers, employees, and agents from and against all liability, loss, damage, cost, and expense, including reasonable attorneys' fees actually and necessarily incurred, arising out of any claim or cause of action brought or filed during the term of this MOU to the extent said claim or cause of action seeks to void subsection ##.B. (Discipline Procedures), or any part thereof, so long as subsection ##.B. (Discipline Procedures) remains in effect. The Union's responsibility under this provision shall extend only to claims or causes of action seeking to void subsection ##.B. (Discipline Procedures).

##.C. AUTOMATIC RESIGNATION. Failure to return at the expiration of a leave of absence or being absent without an approved leave shall be considered an automatic resignation. Eligible employees covered by this MOU shall be afforded the procedure established hereunder in subsection ##.C. (Automatic Resignation). Eligible employees covered by this MOU shall be afforded the procedure established hereunder in subsection ##.C. (Automatic Resignation).

1. GENERAL PROVISION AND ELIGIBILITY. Employees who successfully completed their probationary period as outlined in subsection ##.A. (Probationary Period) shall be afforded the procedure established below.

2. WRITTEN NOTICE OF INTENT. A written NOI to invoke automatic resignation shall be provided to any employee who fails to return at the expiration of a leave of absence or is absent without leave. The NOI shall inform the employee of the right to provide a written response to the District Attorney within three (3) calendar days from the date on the NOI.

A written response may be made by the employee or on behalf of the employee by a representative of the employee's choice and will be considered before a final decision is made. Failure to present satisfactory reasons for the absence within three (3) calendar days of the date of actual or constructive receipt of the NOI will be deemed to have resigned effective the day immediately following the expiration of the three (3) calendar days.

3. WRITTEN DECISION. The District Attorney shall consider the written response to the allegations in the NOI, if submitted, and issue a decision. The District Attorney may rescind the resignation if the employee presents satisfactory reasons for their absence within three (3) calendar days of the date of actual or constructive receipt of the NOI.

The decision of the District Attorney shall be final.

1. Reinstatement Following Resignation

~~On the request of a department head, an employee who resigned in good standing may, within three (3) years after the effective date of employee's resignation, be reinstated in a position in the class from which the employee resigned or in a position in another class for which the employee may be eligible. Appointments by reinstatement following resignation are subject to the probationary period established for the class.~~

Tentative Agreement:

For the County:

Signed by:


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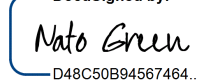
7/31/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:


D48C50B94567464...

8/3/2026

Nato Green, SEIU

Date

Proposal Chronology:

Date	Note
12/2/25	UP #7 Passed to County
2/10/26	CPkg1 County Reject
3/12/26	UP #7 Resubmitted
4/16/26	County conceptual response – Pending consideration for Disciplinary Procedures for Unclassified Employees
5/26/26	CC1 to UP #7
6/9/26	UP #7v2 Passed to County
6/23/26	CPkg2 - CC1 to UP #7v2

CPkg4 - CC1 to UP #7v4

To Union: 7/30/2026

Date	Note
7/9/26	UP #7v3 Passed to County
7/21/26	CPkg3 – CC1 to UP #7v3
7/23/26	UP #7v4 Passed to County
7/30/26	CPkg4 – CC1 to UP #7v4

**County of Alameda
District Attorney's Office
Procedures for Impartial Hearings**

1. Statement of Defenses

No less than one (1) week prior to a scheduled hearing by the OAH assigned ALJ of an appeal from disciplinary action, appellant or the appellant's representative shall file with the ALJ a written statement setting forth the appellant's defenses to, and any matters in mitigation of, the disciplinary action from which the appeal is taken. In the event that said statement is not timely filed, the pending appeal shall be dropped from the ALJ hearing calendar until such time as the statement has been filed.

2. Hearing by ALJ

Any hearing before an OAH assigned ALJ shall be scheduled at the earliest date convenient to the ALJ and the Parties to the appeal.

ALJs shall be scheduled in rotation as appeals are ordered heard except that the appellant or the appellant's representative and the County each shall have the right to make one (1) peremptory challenge of the assigned ALJ.

The appellant and County both shall be entitled to appear personally at the hearing, to produce evidence, and to have counsel and a public hearing.

In the conduct of the hearing, the ALJ shall not be bound by the rules of evidence nor the procedure of courts of record but shall endeavor to establish the facts in order that justice may be done and the welfare of the County may be conserved.

A recording shall be made of any hearing conducted but it is not required that such recording be transcribed except upon the request of, and at the expense of, a party to the appeal.

Except in the case of a settlement or withdrawal of an appeal, no scheduled hearing shall be cancelled or rescheduled within ten (10) working days of the scheduled date by either the appellant or the County except by their mutual agreement and the payment to the County of the ALJ's cancellation fee. Any request for cancellation or rescheduling of a hearing within ten (10) working days of the scheduled date that is not accompanied by payment of the cancellation fee shall be of no effect and the ALJ shall proceed to hear the appeal as scheduled. Failure of the appellant to appear at the scheduled hearing either in person or by a representative shall be deemed a withdrawal of the appeal provided that the County's representative appears, and failure of the County or County's representative to appear shall be deemed a withdrawal of the disciplinary action from which the appeal is taken provided that the appellant appears.

The ALJ may receive closing briefs post-hearing.

Upon completion of the hearing and receipt of any post-hearing briefing, the OAH assigned ALJ shall render a decision to the parties which will end the formal disciplinary appeal process. ALJ decisions on matters properly before them that pertain to disciplinary actions involving the suspension, demotion, or termination of employment of an employee shall be final and binding on both parties.

CPkg4 - CC1 to UP #7v4To Union: 7/30/2026**4. Fees**

The OAH fees and related expenses shall be shared equally by the employee (or the employee's representative) and the County. Each party, however, shall bear the cost of its own presentations including preparation and post-hearing briefs, if any.

**2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the**

PURPOSE: County Counter to UP22v2 regarding Health and Safety. Agree to some changes proposed in UP #22v2.

**2025-2026~~2022~~ Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021**

Sideletter of Agreement

Health and Safety

1. General Provisions

- A. The Service Employees International Union, Local 1021 ("Union") shall have the right to designate workplace Union Safety Representatives pursuant to CAL-OSHA laws.
- B. The County of Alameda ("County") Risk Manager shall respond in writing to ~~all~~ recommendations made by the Countywide Safety Committee within sixty (60) days after receipt ~~of said communications~~.
- C. ~~It is the County's responsibility to maintain a safe working environment. The County will conduct and will operate and maintain facilities (owned or leased) provide~~ maintain safe and healthy working conditions in accordance with applicable federal, state, and local standards established by the State Division of Occupational Safety & Health and in compliance with the Occupational Safety and Health Act and other applicable safety and health and safety laws and regulations.
- B.D. The County will maintain safety programs, including but not limited to Injury and Illness Prevention ("IIPP") and Workplace Violence Prevention Plans ("WVPP"), in accordance with applicable law. Upon request, such plans will be ~~made available~~ provided to the Union.

4.2. Hazard Identification and Response

- A. The County will address identified workplace hazards in a timely as promptly as practicable manner consistent with applicable safety standards and operational feasibility.
- B. When the County determines that a condition presents an imminent risk of serious harm, the County will take appropriate action, which may include relocating employees to a different worksite, teleworking, restricting access, or implementing interim safety measures as soon as practicable, at the agency/department head's discretion.
- C. The County will provide reasonable notice to affected employees and, where appropriate, the Union, regarding significant health and safety issues impacting worksites.

2-3. Safety Committees and Training

- A. Consistent with Section 19— (Safety Committees) of the 2026 – XXXX Memorandum of Understanding, each ~~Each~~ County agency/department will include Union-designated employees in the agency/department or work-site safety committees ~~s that exist or are formed during the term of this Memorandum of Understanding (“MOU”).~~ The ~~agency/department~~ Union field representative will submit a list of Union-designated employees to be appointed to the agency/department or work site safety committee. The agency/department head will determine the structure and ~~the~~ size of each safety committee ~~will be determined by the agency/department head.~~ And the number of agency/department Union-designated employees assigned to a work-site safety committee will be determined by mutual agreement. In the event the Union and the agency/department head or their designee are unable to agree on the number of Union-designated employees, the Union may appeal to the Central Safety Committee. If the Central Safety Committee is unable to reach a majority decision, it may be appealed to the County Risk Manager. The agency/department or work site safety committees may elect to have a rotating chairperson.
- B. Upon request, the County Safety Officer will provide orientation/training to members of the agency/departmental or work-site safety committee. Training provided to agency/department or work site safety committee members may be developed by the County Central Safety Committee, subject to the approval by the County Safety Officer. In the event outside training is available to the committees, the County will allow release time for committee members in accordance with subsection 19.D. (County Time) of the MOU.

4. Reporting and Information

- A. Upon request, the ~~the~~ agency/department safety coordinators will provide information to their agency/department employees ~~information~~ that specifies the procedures that should be followed when reporting hazards or safety problems, including the IIPP and WVPP policies. The information will also identify the agency/department or work-site safety coordinator and the members of the agency/departmental or work-site safety committee.
- B. The agency/department safety coordinator will make available and distribute the Safety/Hazard Report Form through supervisors, safety committee members, departmental safety coordinator and the County Safety Officer. The Safety/Hazard Report Form will be attached to the information described in ~~number 34.A.~~ A. above.
- C. Upon request, the County Safety Officer will provide the Union with copies of all reports they generate, pursuant to County Administrative Code §2.108.050(G).

5. Employee Protections.

- A. Employees shall not be retaliated against for reporting workplace safety concerns or hazards in good faith or for exercising rights under applicable health and safety laws. This protection is consistent with, and includes but is not limited to, rights provided under Section 11(c) of the Occupational Safety and Health Act (29 U.S.C. § 660(c)), the California Occupational Safety and Health Act, California Labor Code §6310 and §1102.5, and California Government Code §53296–532987.
- B. This protection includes an employee's right to refuse to perform a work assignment that ~~Where the employee has a good faith belief that a~~ violates workplace safety laws, regulations, orders, or standards, where the violation would create a real and apparent hazard to the employee or their fellow employees. work assignment will cause imminent danger (i.e., death or serious physical harm). In such circumstances, or violates an applicable safety rule, regulation, or policy, the employee shall promptly report the concern to their supervisor so the matter may be reviewed and addressed consistent with applicable safety procedures may refuse to begin or continue a work assignment.

A.—

~~Within ninety day of ratification of this Agreement, the parties will meet to negotiate additional hazard pay differentials and/or one-time payments for employees who are unavoidably and regularly exposed to workplace hazards.~~

~~The agency/departmental safety coordinators will prepare and circulate one (1) copy of their agency/department's Cal/OSHA log to the Union on a quarterly basis. These forms will also be made available to the agency/department or work site safety committee upon request. The County Safety Officer will provide the Union with copies all of reports they generate, pursuant to County Administrative Code §2.108.050(G).~~

~~1.~~

~~3.~~

~~4. The County reserves the right to reopen the MOU regarding safety committees, work site representatives, and orientation/training of designated on-site employee representatives. If the parties are unable to reach agreement during the reopener negotiations, the County reserves its right to implement its proposal pursuant to the Meyers-Milias-Brown Act.~~

SECTION 19 HEALTH & SAFETY

~~The Employer is responsible for providing safe, healthy work environments for employees, clients, and visitors that protect employees from physical, environmental, chemical, biological, and psychosocial hazards. Every employee has the right to safe and healthy working conditions, including the right to functioning and effective heating, cooling, and ventilation systems in indoor workspaces. The Employer will provide a safety training program to ensure, to the maximum extent possible, safe, violence-free worksites. The Employer will obtain the active involvement of employees in designing and implementing training. The Employer will comply with all applicable federal, state, and local health and safety regulations.~~

~~The Employer will promote worker safety by addressing workplace hazards using the hierarchy of controls as defined by OSHA, and will take whatever action is necessary to address the hazard at the highest level that is feasible. When a workplace hazard is identified, the Employer will eliminate the hazard wherever possible. When that is not possible, the Employer will adopt substitution or engineering controls to reduce or eliminate the exposure to the hazard for employees. If those steps are not possible, the Employer will adopt administrative controls such as training or reassignment. Finally, if nothing else is possible, the Employer will provide sufficient PPE.~~

~~When the Employer becomes aware of a safety hazard which the Employer considers an imminent physical danger to the workers at a worksite, the Employer shall remove the employees from the affected area as soon as practicable. The Employer shall notify the employees in the affected area and the Union when this occurs as soon as practicable.~~

~~Upon request of the Union, the Director of Human Resources or designee shall meet with the Union to discuss safety concerns relating to facilities or other spaces where employees are assigned to work. The Director of Human Resources or their designee will respond to any concerns immediately.~~
Right To Refuse Work Assignment Posing Imminent Hazard

~~Where the employee has a good faith belief that a work assignment will cause imminent danger (i.e., death or serious physical harm) or violates an applicable safety rule, regulation, or policy, the employee may refuse to begin or continue a work assignment. When in such a case an employee~~

declines to begin or continue a work assignment, the employee shall immediately notify the manager of the situation. The manager shall promptly investigate the complaint. While the employee is awaiting the arrival of the manager, and until the Employer has made a determination of the safety, the employee shall not be required to perform the disputed assignment. The Employer shall post in all areas where notices are regularly posted the name and contact information of the designated Human Resources Representative and update as necessary via e-mail if the designated Human Resources Representative changes.

Employees shall not be subject to discipline or retaliation for exercising any rights under this Article unless the employee's complaint was made or pursued in bad faith or for ulterior motives unrelated to the merits of the dispute.

Health and Safety Plan

The Employer will provide a copy of any Injury and Illness Prevention Program, Workplace Violence Prevention Plan, or any other plan or policy document dealing with workplace safety, provide a copy of evacuation plans and trainings, and any schedule of training related to the implementation of such plans to the Union on an annual basis. The Union will designate bargaining unit employees to give feedback on the safety plans during regular work hours.

On a monthly basis, the Employer will provide the Union with all relevant data regarding workplace injuries, hazards, incidents, and assaults. The Union has the right to request to meet and confer on changes to health and safety policies based on new data.

Temperatures

The Employer will ensure adequate heating, cooling, and ventilation in worksites and to ensure adequate monitoring of outdoor worksites to ensure that worksites do not go above 80 degrees Fahrenheit or below 65 degrees Fahrenheit, or expose staff to unhealthy air due to wildfire smoke. All worksites will include thermometers and AQI sensors. If the HVAC systems break down during work hours and extreme temperatures, employees will be permitted to telecommute to the maximum extent operationally feasible, or relocate to another location. The Employer will follow recommendations of the Bay Area Air Quality Management District for assigning work outdoors.

Workplace Violence

In accordance with Employer's Workplace Violence Prevention Plan and Behavior Policies, the Employer will maintain a protocol for flagging and providing appropriate staff to patients/clients/visitors who are assaultive or dangerous towards staff. All public-facing staff will be provided with annual de-escalation training as part of Employer's annual workplace violence prevention training. If there is an imminent danger or threat to an employee, the Employer will notify all employees in the building immediately.

Hazard Pay

Within ninety day of ratification of this Agreement, the parties will meet to negotiate additional hazard pay differentials and/or one-time payments for employees who are unavoidably and regularly exposed to workplace hazards.

TA to Comprehensive Package Proposal - CC1 to: UP #22v2To Union: 6/11/26**For the County:**

Signed by:

Jeff Bailey

6/11/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:

Nato Green

6/11/2026

Nato Green, SEIU

Date

Proposal Chronology:

Date	Note
1/8/26	UP #22 Passed to County
2/10/26	County Comprehensive Conceptual Response - Reject
3/12/26	UP #22 Resubmitted to County
4/16/26	County Comprehensive Conceptual Response –Pending
4/28/26	CC1 to UP #22
5/19/26	UP #22v2 Passed to County
6/9/26	County Comprehensive Package #1 – CC1 to UP 22v2
6/11/26	TA to CCPP #1 – CC1 to UP #22v2

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Temporary Recruitment and Retention Differential for Child Welfare Workers

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree to establish recruitment and retention footnotes for employees in the classifications of Child Welfare Worker I (Job Code "JC" 6740) and Child Welfare Worker II (JC 6745) assigned to the Emergency Response, Family Reunification Units or SEED program as follows:

Effective [two pay periods following adoption of the Memorandum of Understanding by the Board of Supervisors], employees in the classifications of Child Welfare Worker I, JC 6740, and Child Welfare Worker II, JC 6745, assigned to the:

- Emergency Response Unit shall receive additional compensation equal to seven and one-half percent (7.5%) of the base pay.
- Employees assigned to the Family Reunification Unit or SEED program in Children and Family Services shall receive additional compensation equal to five percent (5%) of the base pay.

These footnotes shall remain in effect for the term of the 2026-2029 MOU. Six (6) months prior to the expiration of the 2026-2029 MOU, the Social Services Agency will evaluate staffing levels, recruitment, retention, vacancy rates, and operational needs within the above-referenced affected units to assess whether continuation or modification of the footnotes is appropriate, and/or if alternative approaches should be considered. The County will share with the union relevant recruitment, retention and vacancy data relied upon to make the determination. Based on this evaluation, the Director of Social Services shall determine if any changes will be made and the County will take the necessary administrative actions to satisfy any applicable meet and confer obligations as required. Any continuation or modification to the footnotes is subject to approval by the Board of Supervisors.

For the County:

For SEIU:

Signed by:

Jeff Bailey

9/21/2026

Jeff Bailey, IEDA

Date

DocuSigned by:

Peter Masiak

9/21/2026

Peter Masiak, SEIU

Date

CC1 to: UP #36v2To Union: 5/28/26

**2025 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter with Sideletter of Agreement to discuss workload concerns for the EST classification series; maintain rejection to meet and confer regarding Employment Counselor classification; County also rejects meet and confer regarding customer call center due to ongoing current discussions between SSA and SEIU.

Proposal 36

SSA, Request for Meet & Confers

~~The parties agree to hold a meet and confer process regarding the matters below. The meet and confers shall commence within ninety (90) days to (120) days and dependent on the subject of the meet and confers the meet and confers should be concluded within (6) months to the (90) days before the end of this MOU end date. If the parties are unable to reach agreement within ninety (90) days prior to the expiration of this MOU, the parties agree to submit the matter to mediation with a mutually agreed upon mediator.~~

- ~~_____ Employment Classification series~~
- ~~_____ Social Services Customer Call Center~~
- ~~_____ Social Worker Internship Program~~
- ~~_____ Social Services Agency Eligibility Services Technician Series Performance Evaluation~~

CASELOADS FOR ELIGIBILITY SERVICE TECHS

~~In consideration of the intense and challenging workload of employees in the Eligibility Service Tech series and to ensure that Alameda County residents are able to effectively access public benefits, to address workload for Eligibility Service Techs, within sixty days of the effective date of this agreement, the parties agree to meet and confer the Eligibility Service Tech series to explore improvements in the following areas, subject to mutual agreement by the parties:~~

- ~~1. Improving the retention rates of participants in the induction program~~
- ~~2. Monetary benefits where appropriate~~
- ~~3. Best practices in training and administration~~
- ~~4. Whether there are an adequate number of budgeted and posted positions in the series to meet the demand for services projected in the next three years~~
- ~~5. Workloads, caseloads, and task distribution to determine feasible workloads for employees.~~

CC1 to: UP #36v2To Union: 5/28/26

Sideletter of Agreement
Alameda County Social Services Agency ("ACSSA")
Eligibility Services Technician ("EST")
[Date]

The ACSSA and the Service Employees International Union Local 1021 ("Union"), collectively herein "Parties", agree that within 180 days after the adoption of the January 4, 2026 to [TBD] Memorandum of Understanding ("MOU") by the County Board of Supervisors, the Parties will meet to discuss the workload issues related to the EST classification series. Topics for discussion shall include the following:

- Retention rates of participants in the induction program;
- Training best practices;
- Appropriate staffing levels; and
- Caseloads and task distribution.

The purpose of these discussions is to provide the Union with an opportunity to identify and discuss its concerns regarding these issues. If, following these discussions, ACSSA decides to implement changes that impact the terms and conditions of employment for ESTs, the County will provide notice and offer to meet and confer regarding the impacts of such changes.

Tentative Agreement:

For the County:

Signed by:



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7/3/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:



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7/2/2026

Peter Masiak, SEIU

Date

Proposal Chronology:

Date	Note
1/8/26	UP #36 from Union
2/10/26	CPkg1- Pending
3/25/26	County Conceptual Response
5/19/26	UP #36v2 from Union
5/28/26	CC1 to UP #36v2 to Union

TA to: UP #32To Union: 9/18/2026

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021

PURPOSE: County counter to UP #32; modified language re: assigning cases

SIDELETTER OF AGREEMENT BETWEEN THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021
AND THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

SOCIAL SERVICES AGENCY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES

This Sideletter of Agreement ("Sideletter") between the County of Alameda ("County") and the Service Employees International Union, Local 1021 ("SEIU") applies to employees in the classifications of Child Welfare Worker ("CWW") I/II (Job Code ("JC")s 6740/6745) in the Department of Children and Family Services ("CFS") of the Social Services Agency ("SSA").

- 1) **Labor Management Committee ("LMC")**: The LMC for CFS will meet at least once a month in accordance with Section 21. (Labor/Management Committee) of the 2022-2026 SEIU Memorandum of Understanding ("MOU") to develop and refine triage plans to monitor the outcomes of the legislative strategies and employee safety efforts set forth in this Sideletter and by mutual agreement whenever CWWs have caseloads that exceed the caseload size standard of their assigned program.
- 2) **Case Monitoring and Caseload Size Standards**: CFS is committed to reducing case assignments and effectively monitoring caseload sizes in order to promote quality and effective services. Therefore, the following are the caseload size standards for those CWWs who are assigned to one of the respective programs as their primary assignment:

Program	Caseload Size Standard
Adoptions Children	25
Court Finalization Unit	25
Dependency Investigation*	5 new cases, or 15 ongoing cases (including new cases)
Emergency Response Unit (ERU) (Field Workers) *	12 <u>new cases</u> **
Family Maintenance – Children	26
Family Maintenance – Family	18
Family Preservation (Reduce caseload by 1 family/2 children for each group they facilitate)	6 Families or 10 Children
Family Reunification	16
Guardianship (1 case credit each ongoing guardianship case (child); 1 case credit for each Child Protective Services (CPS)	90

TA to: UP #32To Union: 9/18/2026

Program	Caseload Size Standard
screening (guardian) and 6.4 case credit for each probate report assigned.)	
Independent Adoption	21 Families
Independent Living Program (ILP)	26
Informal Family Maintenance – Children	28
Informal Family Maintenance – Family	18
Kinship Unit	29
Permanent Youth Connection	26
Step-Parent Adoption	32 Families
Services to Enhance Early Development (SEED)	19
Placement	20 <u>new cases</u>
Post Permanency Unit (Includes Post Adoption Information Cases (PAIC), Age Reassessment, Adoption Assistance Program (AAP) Age Increase, AAP Extension to 21, Kin-Gap (KG) Reassessments, Out of Home (OHP) Wrap, etc.)	Combined Total: 27
Resource Family Adoption (RFA)***	3 new cases, or 38 ongoing cases (including new cases)
RFA/Interstate Compact for the Placement of Children (ICPC)	15 New home studies

* Employees who are assigned in either ERU (Field Workers) or Dependency Investigation and who are absent on approved leave for five (5) or more consecutive work days, shall be removed from assignment rotation during the period of their absence.

** Immediate referrals/cases and 10-day referrals/cases will be equitably assigned on a rotational basis to CWWs in ERU as soon as possible following receipt of the referral. who are present at time of assignment. CWWs in ERU will not receive assignments on their flex days or after their when they are not on shift at work-work shift has ended.

***All new RFA referrals that are not emergency RFAs will be assigned to the RFA program.

CFS shall give a weight of one and one-half (1.5) caseload size for each case defined as Medically Fragile, Non-Reunification, or Out of State Non-minor Dependent (NMD).

- 3) **Level of Care ("LOC") Rate Tool in Placements:** On February 19, 2021, the State Department of Social Services announced the implementation of their new LOC Protocol for Foster Family Agencies, and Home-Based family care placements. Under the new LOC Protocol, foster families are now able to review their rate, and depending on a child's needs, the foster family may be entitled to a higher rate. Although the County is not required to use the new LOC process for foster care placements, SSA believes it has benefits such as allowing more families to access the LOC rates and address care and supervision needs and challenges impacted by the COVID-19 pandemic.

All Placement types, except Supervised Independent Living Placements, Short-Term Residential Treatment Facility, Dual Agency Placements, and Non-Related Legal Guardians established in Probate Court, are entitled to review of their rate via the new LOC Rate Tool. CWWs shall utilize the LOC Rate Tool, replacing the current process in which all foster families receive the basic rate and special care increment whenever appropriate.

TA to: UP #32To Union: 9/18/2026

- 4) **Changes to Caseload Size Standards:** Any proposed changes in the effective sizes or creations of new programs shall be subject to meet and confer pursuant to Section 22. (Social Service Agency Caseloads) of the 2022-2026 SEIU MOU.
- 5) **Premium Pay for Exceeding Caseload Size Standard:** Effective [Placeholder: two pay periods following adoption by the Board of Supervisors], CWWs who exceed the caseload size standard as outlined in Section 2, above, for their respective assigned program shall receive a premium payment for each pay period their caseload exceeds such caseload size standard in accordance with Salary Ordinance Section 3-18.50.

For CWWs in referral-based programs (ERU, DI, placement), in any month where they are over caseload on the last day of the month, will receive a premium payment for each pay period within that month. E.G. August 2025 had 3 pay periods, therefore the CWW would receive 3 premium payments if they were over caseload at any time during August 2025.

Effective [two pay periods following adoption of the MOU by the BOS], CWWs assigned to referral-based programs including the Emergency Response, Dependency Investigations and Placement Units, whose monthly caseload exceeds the applicable caseload size standard set forth in Section 2 shall receive the premium payment provided herein for each pay period occurring within that month. Eligibility for the premium payment shall be determined using a one-month lookback period based on caseload data from the preceding calendar month.

- 6) **Grievance Process:** The provisions of this Sideletter shall be grievable pursuant to Section 20 of the Memorandum of Understanding. In no event shall an arbitrator have the authority to issue a disposition that would reduce the caseload size standards as agreed upon herein or that the County assign or hire additional employees.

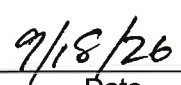
Tentative Agreement:

For the County:

For SEIU:



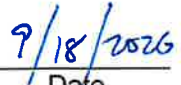
Jeff Bailey, IEDA



Date



Peter Masiak, SEIU



Date
Proposal Chronology:

Date	Note
1/8/26	UP #29 Passed to County
2/10/26	Conceptual Response #1 - Pending
3/25/26	Conceptual Response #2 – Various Response
4/2/26	Union Resubmit
6/9/26	County Comprehensive Package Proposal #1 - CC1 to UP #29 & UP #17v3
6/18/26	UP #29v2 and #32v2 Passed to County
6/23/26	CPkg2 to Union
7/2/26	UP #29 and UP #32 Passed to County
7/21/26	CPkg3 to Union

TA to: UP #32To Union: 9/18/2026

Date	Note
7/28/26	UP #29 and UP #32 Passed to County
8/11/26	CPkg5 to Union
8/13/26	UP #29 and UP #32 Passed to County
8/18/26	CPkg6 to Union
8/20/26	UP #29 and UP #32 Passed to County
8/27/26	CPkg7 to Union
9/18/26	Tentative Agreement

CC1 to: UP #35To Union: 5/26/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Response to UP #35 (Social Worker Clinical Supervision), adding Job Codes 6710, 6715, 6720, 6760, 6765, and 8705 to Salary Ordinance Section 3-18.27

SECTION 3-18. SOCIAL SERVICES AGENCY

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3-18.27 – Employees in ~~the class of~~ Job Codes ~~s~~ 6740 ~~or and~~ 6745 who meet the provisions of the Licensing Supervision Program Policy (“Policy”) adopted by the Board of Supervisors on May 7, 2002, may be reimbursed up to a total of \$2,000 (including reimbursement from the SEIU Education Stipend Fund) per fiscal year.

Effective [Placeholder: two (2) pay periods following MOU adoption by the BOS], employees in Job Codes 6710, 6715, 6720, 6760, 6765, and 8705 who meet the provisions of the Policy, may also be reimbursed up to \$2000 (including reimbursement from the SEIU Education Stipend Fund) per fiscal year.

An employee who voluntarily terminates ~~his/her~~their employment with the County prior to completion of the two ~~(2)~~-year employment commitment shall reimburse the County the amount of the cost of the Supervision or \$500, whichever is less.

Tentative Agreement:

For the County:

Signed by:

 5EBF626044F840D...

7/3/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:

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7/2/2026

Peter Masiak, SEIU

Date

Proposal Chronology:

Date:	Note:
1/8/26	UP#35 to County
3/25/26	County conceptual response with interest in expanding program.
5/26/26	County counter to UP #35

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter to UP #15A; Effective July 1 following adoption of the MOU by the BOS, remove \$100.00 maximum for professional license and certification reimbursements.

SECTION 25. EDUCATIONAL STIPENDS & LICENSE/CERTIFICATION REIMBURSEMENT

25.A. EDUCATIONAL STIPEND. ~~Effective July 23, 2023, employees may request reimbursement for professional license or certification required by the County as a condition of employment for up to a maximum of one hundred dollars (\$100.00). Moreover, upon the approval of an employee's educational plan by the Agency/Department Head, or designee, the County shall reimburse an employee of any plan submitted by an employee to engage in for job-related educational courses, attainment of certifications and/or licenses, but that maintains or upgrades the employee's skills on the job, or prepares the employee for promotional opportunities, subject to the limits set forth the County shall reimburse up to seven hundred dollars (\$700) per employee per fiscal year (less any reimbursement the employee may have received for professional license or certification as stated above) in subsection 25.C. (Employee Maximum and County Liability) below, upon submission of evidence of successful completion of such coursework, certification and/or license.~~

Study materials and coursebooks may ~~also be eligible for reimbursement~~ be reimbursed if the employee can demonstrate that such materials were directly related to the ~~attainment of a completed approved course~~, certification or licensure. ~~More than one (1) educational plan may be approved in any fiscal year, but in no event shall the stipend exceed seven hundred dollars (\$700.00) per employee, per fiscal year. Effective July 1, 2024, the reimbursement amount shall be increased to eight hundred dollars (\$800.00) per employee per fiscal year. The maximum County liability under this Section 25. (Educational Stipends) shall not exceed one hundred fifty thousand dollars (\$150,000.00) in any fiscal year; except as herein provided. Effective July 1, 2024, the maximum County liability under this Section 25. (Educational Stipends & License/Certification Reimbursement) shall not exceed one hundred and seventy five thousand dollars (\$175,000.00). The County agrees to carry over from fiscal year to fiscal year any unexpended funds from this provision, not to exceed a maximum of twenty thousand dollars (\$20,000.00). Employees shall receive such stipends on a first come first served basis each fiscal year.~~

25.B. LICENSE/CERTIFICATION REIMBURSEMENT. Employees may request reimbursement of up to one hundred dollars (\$100.00) for a professional license or certification required by the County as a condition of employment.

Effective July 1 following adoption of the MOU by the Board of Supervisors, reimbursement under this subsection shall not be subject to the one hundred dollar (\$100.00) limit; however, such reimbursement shall continue to apply toward the annual maximum set forth in subsection 25.C. (Employee Maximum and County Liability).

25.C. EMPLOYEE MAXIMUM AND COUNTY LIABILITY. Employees may submit more than one (1) educational plan or license/certification reimbursement request in a fiscal year (FY), but in no event shall the stipend exceed eight hundred dollars (\$800.00) per employee per FY. Effective July 1

TA to Amended CC #1 to: UP 15ATo Union: 3/3/2026

following adoption of the MOU by the Board of Supervisors, the maximum reimbursement amount shall be nine hundred dollars (\$900.00) per employee per FY. The maximum County liability under this Section 25. (Educational Stipends & License/Certification Reimbursement) shall not exceed one hundred and seventy-five thousand dollars (\$175,000.00). Unexpended funds shall be carried over to the following FY only. ~~The County agrees to carry over from fiscal year to fiscal year any unexpended funds from this provision, not to exceed a~~ up to a maximum of twenty thousand dollars (\$20,000.00).

Reimbursements ~~Employees shall receive such stipends~~ be distributed on a first-come, first-served basis each fiscal year.

25.D. PROCESS FOR REQUESTS. Employees must submit reimbursement requests on the form provided by the Auditor-Controller's Office. Requests received within a FY shall apply toward both the employee's annual maximum and the County's annual liability for that FY.

Claims for eligible expenses incurred in the prior FY must be received by the Auditor-Controller's Office no later than August 1. After August 1 of each FY, the Educational Stipend and License/Certification Reimbursement pool for the prior FY will be closed and no further claims shall be accepted.

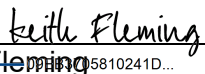
25.E. REIMBURSEMENT FORM. ~~Alameda-The~~ County agrees to post the ~~educational stipend~~ reimbursement form on the ~~Alameda~~ County intranet and ~~SEIU~~the Union agrees to post the ~~educational stipend reimbursement~~ form on ~~the SEIU's~~ website. Any changes to the form will be reviewed with ~~SEIU 1021~~the Union prior to implementation.

25.F. EXCLUSION OF ZONE 7 EMPLOYEES. Employees in representation unit 059 (Zone 7) shall be excluded from the provisions of this Section.

TENTATIVE AGREEMENT

For the County:

DocuSigned by:



3/3/2026

Keith Fleming 5810241D...

Date

For SEIU Local 1021:

DocuSigned by:



3/3/2026

Nato Green 11410004567464...

Date

Proposal Chronology:

Date	Note
12/18/25	UP #15 Passed to County
2/10/26	County Conceptual Response to UP #15
2/19/26	UP #15A Passed to County
3/3/26	CC1 to UP #15A Passed to SEIU
3/3/26	TA to Amended CC1 to UP #15A

TA to CC2 and CP #4 to:

UP 1v3

To Union:

6/11/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Maintain cleanup from CP #4; incorporate 8 hours of shop steward training per year; reject additional release time for Chapter Officers and Chief Shop Stewards; clarify shop steward duties; add cleanup for requesting permission for steward release time;

SECTION 5. SHOP STEWARDS

- 5.A. PURPOSE.** The County recognizes the need and affirms the right of the Union to designate shop stewards from among employees in the unit. It is agreed that the Union in appointing such shop stewards, does so for the purpose of promoting an effective relationship between supervisors and employees by helping to settle problems at the lowest level of supervision.
- 5.B. ROLE OF STEWARD AND SUPERVISOR.** The shop steward recognizes the fact that the supervisor is the key person in the agency/department and, as such, is responsible to higher management for the quality and quantity of work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be mutual respect on both sides in these relations. The shop steward understands that their stewardship function does not relieve him/her from conforming to all rules of conduct and standards of performance established by law, regulation, county or agency/department policy or MOU.
- 5.C. SELECTION OF STEWARDS.** The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Agency/Department Head in writing of the names of the stewards and the units they represent. If a change in stewards is made, the Agency/Department Head shall be advised in writing of the steward being replaced and the steward named to take their place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each agency/department concerned.
- 5.D. DUTIES AND RESPONSIBILITIES OF STEWARDS.** The following functions are understood to constitute the complete duties and responsibilities of shop stewards.

1. Duties and Time Limits.

- a. **Shop ~~Stewards~~ Steward Duties Working Full Time.** After obtaining supervisory permission, shop stewards ~~employed full-time~~ will be permitted to leave their normal work area during on-duty time ~~not to exceed eight (8) hours per pay period~~ to conduct their steward duties, including in order to assisting in the investigation of facts and assist in presentation of a grievance, providing or a representation for a disciplinary action hearing or for the subject of an investigatory interview.
- b. **Time Limits.**
 - i. Shop stewards working full-time shall be permitted to perform their steward duties up to eight (8) hours per pay period.

TA to CC2 and CP #4 to:

UP 1v3

To Union:

6/11/2026

- ii. Shop stewards working less than full-time (employed two-fifths (0.4) or more, but less than full-time), shall be permitted to perform their steward duties up to four (4) hours per pay period.

~~**Shop Stewards Working Less Than Full Time.** After obtaining supervisory permission, shop stewards employed two-fifths (0.4) time or more, but less than full time, will be permitted to leave their normal work area during on-duty time not to exceed four (4) hours per pay period in order to assist in investigation of facts and assist in presentation of a grievance or a disciplinary action.~~

- c. **Steward Training.** Effective [two (2) pay periods following adoption of the MOU by the Board of Supervisors] Once a year, all SEIU designated shop stewards will be provided allowed with up to eight (8) hours of release time annually during on-duty time to hold attend steward trainings. SEIU shall notify HRS Employee and Labor Relations of the request for release time at least ten (10) business days in advance of the training.

- d. ~~**Chapter President & Chief Shop Steward Release Time.** In addition to release time for shop stewards, the three SEIU Chapter Presidents and three Chief Shop Stewards will each get eight hours per pay period of release time for other union business.~~

2. Process for Obtaining Permission for Shop Steward Duties.

- a. **Grievances.** To obtain permission to investigate a grievance on on-duty time, the steward shall advise their supervisor and the supervisor of the grievant of their investigation of the facts and the general nature of the grievance. ~~The shop steward shall report such time to their supervisor as shop steward leave (payroll code UNI) for timekeeping purposes.~~

To promote resolution at the lowest level, if a matter is not resolved pursuant to subsection 20.C.1. of Section 20. (Grievance Procedure), the employee may consult with a shop steward. The shop steward may is permitted to discuss the problem issue with all the employees immediately concerned directly involved, and, if where appropriate, to attempt to achieve resolve the matter settlement with the relevant supervisory personnel involved.

Agencies, wards, clients, detainees and outside interested parties will not be contacted by stewards as part of the grievance process.

The employee may be represented by a steward at such times as a grievance is reduced to writing.

- b. **Disciplinary Hearings and Investigatory Interviews.** To obtain permission to represent an employee at a disciplinary hearing or the subject of an investigatory interview, the steward shall advise their supervisor of the employee involved, as well as the date, time and location of the hearing or interview, and copy their agency/department human resources representative. Such notice shall be provided as far in advance as possible.

- ~~2.-~~c. **Supervisor Permission.** If, in the judgment of the supervisor, because of the necessity of maintaining an adequate level of service, permission cannot be granted immediately to the shop steward in order to present or investigate a grievance or ~~a disciplinary action~~ provide representation as referenced above in 5.D.2.b. (Disciplinary Hearings and Investigatory Interviews) during on-duty time, such permission shall be granted by the supervisor no later than the next working day from the date the shop steward was denied permission.

3. **Timekeeping for Shop Steward Leave.** The shop steward shall report such time approved time to their supervisor as shop steward leave (payroll code UNI) for timekeeping purposes using payroll code UNI. Stewards/employees who participate in the meet and confer process and/or

~~participate on a Labor Management Team, must report such time to their supervisor as payroll code MCL for meet and confer and payroll code LMC for participating on a labor management team.~~

5.E. CHANGES IN STEWARDS OR NUMBER OF STEWARDS. If management reassigns a shop steward which will leave their present shift or work location without a steward, the Union shall have the right to appoint a replacement. Should the Union wish to change stewards during the grievance procedure, it may do so provided that only one (1) steward will be allowed time off from work upon one (1) occasion to investigate the grievance.

5.F. CONDUCT OF MEETINGS. Any meeting of shop stewards and supervisors will be held in a quiet, dignified manner. Management personnel will agree to recognize and work with Union stewards in a conscientious effort to settle problems at the earliest possible step of the grievance procedure.

5.G. LIMITATIONS OF TIME OFF. Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.

5.H. TIMEKEEPING FOR RELEASE TIME. Employees who participate in the meet and confer process, MOU negotiations or serve on a Labor Management Committee, shall report such approved time using the appropriate payroll codes: 1) MCL for meet and confer; 2) NEG for MOU negotiations; and 3) LMC for Labor Management Committee meetings.

Requests for release time related to meet and confers or MOU negotiations shall be submitted to the Employee and Labor Relations Division, which will coordinate approval with the employee's respective agency/department Human Resources office.

5.H. SHOP STEWARD SIGNS. Shop stewards may identify themselves by use of an appropriate sign or placard so long as the sign or placard is no larger than four (4) inches by twelve (12) inches.

5.I. SHOP STEWARD/ELECTED OFFICERS EXTENDED LEAVE OF ABSENCE. Pursuant to the provisions of Senate Bill 1085 ("SB 1085")/Government Code Section 3558.8, upon written request of the Union to the Human Resource Services Employee and Labor Relations Division, and subject to Agency/Department Head approval, the County shall grant a steward or union officer of the Union a reasonable leave of absence without loss of compensation or other benefits. Leave granted under this subsection 5.I. (Shop Steward/Elected Officers Extended Leave of Absence) must be in full-day increments and may be on a full-time, part-time, periodic, or intermittent basis and is subject to the following procedures and conditions:

1. The Union shall submit a written request to the Agency/Department Head, with a copy to the County's Labor Relations Manager, at least fifteen (15) business days in advance of the requested leave. The request shall specify it is being made pursuant to SB 1085 and must include the following:
 - a. Name of Shop Steward or Elected Officer;
 - b. Classification;
 - c. Job Code;
 - d. Bargaining Unit; and
 - e. Dates and times of requested leave.
2. The leave shall be approved if the requested timeframe does not interfere with the performance of County services and Agency/Department operations and provided the following conditions are met, unless otherwise mutually agreed:
 - a. No more than three (3) employees shall be on leave at the same time for the purposes of subsection 5.I.;

TA to CC2 and CP #4 to: UP 1v3To Union: 6/11/2026

- b. Employees must have completed their probationary period. Employees who are approved for leave prior to the completion of their probationary period shall have their probationary period extended by the same period of time the employee is on leave under this subsection 5.I.; and
 - c. Employees are not on administrative leave for any other purpose.
- 3. Upon approval of the leave, the authorizing Agency/Department shall codify in a memorandum to the union of the approved leave dates in accordance with subsection 5.I. herein. For the duration of the employee's approved leave, the following shall apply:
 - a. The employee shall receive general wage increase(s) and step increases authorized for said classification as outlined in Section 16. (Wages).
 - b. The employee shall not work overtime or in any other capacity for the County during such time the employee is on leave as provided in subsection 5.I.
 - c. The Union shall reimburse the County for all benefits and compensation paid and earned/realized by the employee on leave, including but not limited to all wages, health and retirement benefits, and any related direct and indirect employer driven costs. The County shall provide the Union with an invoice detailing the direct and/or indirect employer driven costs.
 - d. The employee shall be covered by the Union's Workers' Compensation Insurance for the duration of the approved leave. The Union shall provide the County with a liability insurance certificate that covers any third-party claim that pertains to the conduct of the employee while they are acting as a representative of the Union.
 - e. Reimbursement by the Union shall occur within thirty (30) business days of the County billing to the Union. The Union's failure to reimburse the County within thirty (30) business days may be grounds for termination of the employee's otherwise approved leave.
- 4. At the conclusion or termination of the leave granted under this subsection 5.I., to the extent feasible, the steward or Elected Officer shall have a right to reinstate to the same position and work location they held prior to such leave. If the authorizing Agency/Department determines that by approving such leave, it may not be feasible to reinstate the steward or Elected Officer to the same position and/or work location upon completion of such leave, such concern shall be communicated to the union prior to approving said leave. In the event it is not feasible to reinstate the steward or Elected Officer to the same position and/or work location, the employee will be reinstated to a substantially similar position without loss of seniority, rank or classification.
- 5. The Union shall hold harmless, defend, and indemnify the County and its officers, agents, and employees from and against any liability, claim, action, cost, expense, fee, damage or loss attributable to bodily injury, sickness, disease, death or to injury to or destruction of property, including the loss therefrom, or to any violation of federal, state or municipal law or regulation arising out of or during the course and scope of the employee's approved assignment.

For the County:

Signed by:

Jeff Bailey

6/11/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:

Nato Green

6/11/2026

Nato Green, SEIU

Date

Proposal Chronology:

TA to CC2 and CP #4 to: UP 1v3To Union: 6/11/2026

Date	Note
10/16/25	CP #4 Passed to SEIU
12/18/25	UP #1 Passed to County
2/10/26	County Conceptual Response to UP #1
2/19/26	UP #1v2 Passed to County
2/26/26	County verbal response to UP #1v2
3/12/26	UP #1v3 Passed to County
3/19/26	CC #1 & CP #4 to UP #1v3
4/9/26	CC #2 & CP #4 to UP #1v3
5/7/26	Union maintains UP #1v4
6/9/26	County Comprehensive Package Proposal #1 – Maintain CC #2 to UP #1v3
6/11/26	TA to CC #2 & CP #4 to UP #1v3

County Counter #1 to: UP #30To Union: 4/21/26

**2025 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter with Sideletter of Agreement to meet with the Union on the possibility of creating a lead footnote for ESC and SSS

Union Proposal 30-

Eligibility Support Clerk and Service Support Specialist 2nd Step Series

SEIU requests that a meet and discuss commence within (365) days of the adoption of this MOU with the intent to discuss establishing a second and higher promotional classification for the classifications of Eligibility Support Clerk and Service Support Specialist, ie Eligibility Support Clerk II and Service Support Specialist II.

**Sideletter of Agreement
Alameda County Social Service Agency
Eligibility Support Clerk and Service Support Specialist
[Date]**

The County of Alameda ("County") Social Services Agency and the Service Employees International Union Local 1021 ("Union"), collectively herein "Parties", agree that within 365 days after the adoption of the January 4, 2026 to [TBD] Memorandum of Understanding ("MOU") by the County Board of Supervisors, the Parties will meet to discuss the possibility of establishing a lead footnote for the classifications of Eligibility Support Clerk (Job Code "JC" 1132) and Service Support Specialist (JC 1133).

Tentative Agreement:

For the County:

Signed by:

5EBF626044F840D...

7/3/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:

4AEEF13FB5D2410...

7/2/2026

Peter Masiak, SEIU

Date

County Counter #1 to: UP #30To Union: 4/21/26**Proposal Chronology:**

Date	Note
1/8/26	UP #30 from Union
2/10/26	CPkg #1
4/2/26	UP #30 from Union (Resubmit)
4/21/26	CC1 to UP #30

TA to: UP #6v6To Union: 9/18/26

**2025 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter to UP #6v6 regarding AI

**Sideletter of Agreement
Artificial Intelligence ("AI") Technology
September 18, 2026**

The County of Alameda ("County") recognizes that AI technologies are an evolving tool that may be incorporated into County operations and service delivery, and depending on their application, may affect bargaining unit work or employees.

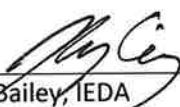
The County may evaluate, implement, modify, and discontinue AI technologies in support of County operations and service delivery, consistent with applicable law.

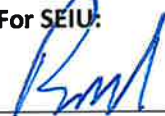
In accordance with its obligations under the Meyers-Milias-Brown Act ("MMBA"), the County will provide notice to the Union and, upon request, meet and confer regarding the implementation or required use of AI technologies where such implementation or use affects matters within the scope of representation.

AI systems shall not make automated decisions regarding employee discipline or performance evaluations. Decisions regarding employee discipline and performance evaluations shall be made by County management.

For the County:

For SEIU:


9/18/26
Date



Peter Masiak, SEIU

9/18/2026
Date
Proposal Chronology:

Date	Note
12/2/25	UP #6 passed to County
2/10/26	County Conceptual Response #1 - Reject
3/12/26	Union Resubmit
4/16/26	County Reject
4/28/26	UP #6v2 passed to County
6/9/26	County Reject
6/18/26	Union passed UP #6v3

TA to: UP #6v6To Union: 9/18/26

Date	Note
7/21/26	CPkg #3 - CC1 to UP #6v3 passed to Union
7/23/26	Union passed UP #6v4
7/30/26	CPkg #4 – Maintain CC1 to UP #6v3 from 7/21/26
8/6/26	Union passed UP #6v5
8/11/26	CPkg #5 – Maintain CC1 to UP #6v3 from 7/21/26
8/13/26	Union passed UP #6v6
8/18/26	CPkg #6 – CC1 to UP #6v6 passed to Union
9/18/26	Tentative Agreement

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter to UP 10v5; add language for agencies/departments with existing policy, program or guidelines, if there is no existing revocation and reinstatement process, they must follow II.a. until one is established.

Sideletter of Agreement

Telework/Telecommute

County of Alameda ("County") agencies/departments are encouraged to establish ~~their individual policies or programs that include agency/department telework or telecommuting options program or policy~~ that provides for continuity of operations and services during emergencies, improves employee productivity, supports the reduction of traffic congestion and greenhouse gas emissions, helps ~~to~~ attract, and retain a diverse and talented workforce, reduces unscheduled absences, ~~provide for an enhanced~~ work/life balance, and ~~helps to improve~~ employee morale.

I. Agency/Department with Policy/Program/Guidelines. It is recognized that many County agencies/departments have existing policies/programs/guidelines that ~~provide for~~ offers telework or telecommuting options. The parties agree that any such existing policies/programs/guidelines shall remain in full force and effect and this Sideletter shall not apply to those agencies/departments. This includes circumstances in which an existing policy/program/guidelines already excludes certain classifications or work units from telework due to operational reasons; nothing in this Sideletter shall be construed to create a right or new opportunity to request telework where such options are not provided under the applicable policy/program/guidelines.

II. Agency/Department without Policy/Program/Guidelines. Effective in Calendar Year 2027, employees in agencies/departments without an established policy/program/guidelines that ~~provides for~~ offers telework or telecommute options may submit a request to their Agency/Department Head or designee. If a request is denied, the Agency/Department Head or designee, shall provide a written justification explaining the reason(s) for the denial. Reasons for denial may include but are not limited to, performance issues, training needs, and any operational impacts such as productivity, service delivery, functions or availability to the public or other County agencies/departments. In accordance with the Meyers Millias-Brown Act, the County commits to providing the Union with an opportunity to meet and confer in good faith on the impact of the decision to implement new or amended telecommuting policies.

The approval or denial of a telework schedule shall be at the sole discretion of the Agency/Department Head or designee.

a. Revocation and Reinstatement of Telework Schedule. If the Agency/Department Head or designee determines that a telework schedule must be revoked due to operational needs or performance issues, such schedule may be reinstated within a reasonable period of time at the discretion ~~by~~ of the Agency/Department Head or designee, after the underlying condition(s) have been addressed.

CPkg3 - CC1 to UP #10v5To Union: 7/21/2026

III. Agencies/Departments that have an existing Telecommuting Policy with an appeal procedure that goes up to the Agency/Department Head to address reinstatement and revocation of a telework schedule for an individual employee are excluded from this paragraph. Agencies/Departments with a Telecommuting Policy that do not have an appeal process for revocation and reinstatement will establish one. If an Agency/Department's telecommuting policy, program, or guidelines do not provide an appeal process for the revocation and reinstatement of telework, the Agency/Department shall follow subsection II.a. (Revocation and Reinstatement of Telework Schedule) until such a process is established.

IV. In accordance with the Meyers-Milias-Brown Act, in the event a County agency/department establishes a new telework policy/program/guidelines or modifies an existing one, or changes telework assignments, the County will provide the Union an opportunity to meet and confer on the impacts of the new or modified teleworkcommuting policies or assignments.

V. Any policy/program/guidelines established or modified by an agency/department after the effective date of this Sideletter that provides for offers telework, telecommuting or other alternative work arrangements, upon completion of any required meet and confer obligations shall supersede the provisions of this Sideletter.

For the County:

Signed by:



5EBF626044F840D...

7/23/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:



D48C50B94567464...

7/23/2026

Nato Green, SEIU

Date

Proposal Chronology:

Date	Note
12/18/25	UP #10 Passed to County
2/10/26	CPkg1 County Reject
3/3/26	UP #10 Resubmitted
4/9/26	CC1 to UP #10v2 Resubmitted
4/9/26	UP #10v2 Passed to County
4/16/26	CC1 to UP #10v2 Passed to SEIU
4/21/26	UP #10v3 Passed to County
4/30/26	CC1 to UP #10v3 Passed to SEIU
5/7/26	UP #10v4 Passed to County
5/19/26	CC1 to UP #10v4 Passed to SEIU
6/9/26	CPkg1 – Maintain CC1 to UP #10v4 from 5/19
6/23/26	CPkg2 – Maintain CC1 to UP #10v4 from 5/19
7/2/26	UP #10v5 Passed to County
7/21/26	CPkg3 – CC1 to UP #10v5 Passed to SEIU

**2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021**

Sideletter of Agreement

Contracting Out

The County of Alameda ("County") retains the right to determine how services are provided, including the use of contracted services, consistent with applicable law. Where contracting decisions impact bargaining unit employees, the County will make reasonable efforts to mitigate those impacts.

Meet and Confer Under the Meyers-Milias-Brown Act ("MMBA")

Consistent with the MMBA, the County will provide notice and satisfy any meet and confer obligations required by applicable law regarding the negotiable impacts of contracting decisions on bargaining unit employees.

Notice Requirements Under Government Code §3504.1 (AB 339)

In accordance with Government Code §3504.1 (AB 339), the County will provide the Service Employees International Union Local 1021 ("Union") with a written notice at least 45 days prior to issuing a request for proposals ("RFP"), request for quotes ("RFQ"), or renewing or extending an existing contract for services that are within the scope of work of the job classifications represented by the Union.

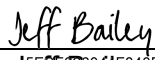
The written notice to the Union shall include the following related to the contracted services:

- 1) Anticipated duration
- 2) Scope of work
- 3) Anticipated cost
- 4) Draft solicitation, or if not yet drafted, any information that would normally be included in a solicitation.
- 5) Reason for contracted services

Following receipt of the notice described above, the Union may submit questions or requests for clarification regarding the proposed contract action. The County will make reasonable efforts to respond in a timely manner. Unless otherwise required by applicable law, such inquiries or discussions shall not delay or otherwise impede the County's ability to proceed with the contemplated contract action.

For the County:

Signed by:



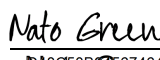
Jeff Bailey, IEDA

6/11/2026

Date

For SEIU:

DocuSigned by:



Nato Green, SEIU

6/11/2026

Date

County Counter #01 to: UP 14ATo Union: 3/3/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter to UP #14A

SECTION 26. UNIFORM ALLOWANCES AND REIMBURSEMENT

26.A. UNIFORM ALLOWANCE.

1. Sheriff's Technicians (JC 8755) and Sheriff Safety Aides (JC 8752).

- a. **Initial Uniform Allowance for New Hires.** ~~Newly hired Sheriff's Technicians (JC 8755) and Sheriff Safety Aides (JC 8752), a~~After successful completion of completing six (6) months of continuous service, newly hired employees shall receive an initial uniform allowance ~~in the amount of five hundred and fifty dollars (\$550.00). Effective January 7, 2024, the initial uniform allowance shall be of~~ six hundred and twenty-five dollars (\$625.00). Effective two (2) pay periods following adoption of the MOU by the Board of Supervisors (BOS), the initial uniform allowance shall increase to seven hundred and twenty-five dollars (\$725.00).
- b. **Annual Uniform Allowance.** ~~Following payment of the initial uniform allowance, employees shall receive an Effective January 1, 2018, the annual Sheriff's Technician (JC 8755) and Sheriff Safety Aide (8752) uniform allowance is seven hundred twenty-five dollars (\$725.00) per year. Annual uniform allowances are payable in January of each year. Effective January 7, 2024, the annual uniform allowance shall be of~~ eight hundred dollars (\$800.00), payable in January of each year. Effective two pay periods following adoption of the MOU by the BOS, the annual uniform allowance shall be nine hundred dollars (\$900.00).

2. Newly hired Coroner's Investigator I (JC 8503) and Coroner's Investigator II (JC 8504).

- c.a. **Initial Uniform Allowance for New Hires.** ~~After completing six (6) after successful completion of 6 months of continuous service, newly hired employees shall receive an initial uniform allowance in the amount of four hundred and eighty dollars (\$480.00). Effective January 7, 2024, the initial uniform allowance shall be of~~ five hundred and fifty-five dollars (\$555.00). Effective two (2) pay periods following adoption of the MOU, the initial uniform allowance shall be six hundred and fifty-five dollars (\$655.00).
- d.
- e. b. **Annual Uniform Allowance.** ~~Effective January 1, 2018, the annual Coroner's Investigator I (JC 8503) and Coroner's Investigator II (JC 9504) uniform allowance is six hundred and fifty-five dollars (\$655.00) per year. Annual uniform allowances are payable in January of each year. Effective January 7, 2024,~~Following payment of the initial uniform allowance, employees shall receive an the annual uniform allowance ~~shall be of~~ seven hundred and thirty dollars (\$730.00), payable in January of each year. Effective two (2) pay periods following adoption of the MOU by the BOS, the annual uniform allowance shall be eight hundred and thirty dollars (\$830.00).

3. ~~Newly hired~~ Emergency Services Dispatcher I (JC 1882), and Emergency Services Dispatcher II (JC 1885).

f.a. Initial Uniform Allowance for New Hires. ~~—after~~ After successful completion of completing six (6) months of continuous service, newly hired employees shall receive an initial uniform allowance ~~in the amount of four hundred dollars (\$400.00). Effective January 7, 2024, the initial uniform allowance shall be~~ four hundred and seventy-five dollars (\$475.00). Effective two (2) pay periods following adoption of the MOU, the initial uniform allowance shall increase to five hundred and seventy-five dollars (\$575.00).

g.b. Annual Uniform Allowance. ~~Following payment of the initial~~ Effective January 1, 2018, the annual Emergency Services Dispatcher I (JC 1882) and Emergency Services Dispatcher II (JC 1885) uniform allowance, is five hundred and seventy-five dollars (\$575.00) per year. Annual uniform allowances are payable in January of each year. Effective January 7, 2024, the annual uniform allowance shall be six hundred and fifty dollars (\$650.00), payable in January of each year. Effective two (2) pay periods following adoption of the MOU by the BOS, the annual uniform allowance shall be seven hundred and fifty dollars (\$750.00).

2.4. Damaged or Lost Uniforms. The County shall replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

26.B. UNIFORMS PROVIDED.

1. **Heavy Equipment Repair.** The County shall provide uniforms to each employee in the classification of Senior Heavy Equipment Parts Technician (JC 9411) and to one (1) ~~position of~~ Supply Clerk II (JC 1710) ~~when assigned to the Heavy Equipment Repair Building of the Public Works Agency. The employees in these classifications shall be required to wear the uniform during work hours. At the discretion of the Agency/Department Head these uniforms will be replaced as needed.~~
2. **Gardeners.** The County will provide five (5) sets of shirts and pants to each employee in the classifications of Gardener I, General Services Agency (JC 7205), Gardener I, Public Works Agency (JC 9102), Gardener II, General Services Agency (JC 7210), and Gardener II, Public Works Agency (JC 9103). ~~The employees in these classifications will be required to wear the uniform during work hours. At the discretion of the Agency/Department Head, the uniform will be replaced as needed.~~
3. **Public Guardian-Conservator Staff.** ~~Effective October 1, 2023, t~~ The County will provide a windbreaker to each employee in the classifications of Assistant Public Guardian-Conservator (JC 8509) and Deputy Public Guardian-Conservator/Investigator (JC 8705). ~~The employees in these classifications will be required to wear the windbreaker during work hours. At the discretion of the Agency/Department Head, the windbreaker will be replaced as needed.~~
4. **Janitorial Staff.** The County will provide ~~a five (5)~~ uniform shirts or smocks and five (5) uniform pants for each employee in the classifications of Janitor (JC 7410), Lead Janitor (JC 7415), Janitor, Detention Facilities (JC 7416), Janitor Floor Specialist, Detention Facilities (JC 7417), and Lead Janitor, Detention Facilities (JC 7418). ~~Each employee in these classifications will receive five (5) pants and five (5) shirts or smocks. Janitor staff will be responsible, at their cost, for the cleaning and maintenance of the uniforms.~~ The uniforms will be replaced as needed as a result of normal wear and tear during the daily performance of job duties or as a result of inadvertent damage while on duty. ~~Janitor staff will be responsible, at their cost, for replacing uniforms that are damaged during off duty hours or are lost. Effective January 2027 or as soon~~

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as administratively possible, the initial uniform shirts or smocks and pants provided to employees shall be in new condition.

To replace worn or damaged uniforms, staff must submit a uniform exchange request form to their immediate supervisor denoting the need to replace the existing uniform as well as provide the worn or damaged garment in exchange.

The uniform fabric and the color will be determined by the General Services Agency and is non-grievable. ~~The employees must wear the uniform shirt or smock and uniform pants during work hours.~~

5. Criminalist and CORE Therapist Staff. Effective two (2) pay periods following adoption of the MOU by the BOS, the County will provide two (2) uniform shirts and two (2) uniform pants to employees in the classifications of Criminalist I (JC 8523), Criminalist II (JC 8524), and Criminalist III (JC 8525) when assigned to the Crime Response Team, and to employees in the classifications of CORE Program Assistant (JC 6511), CORE Associate Clinical Therapist (JC 6507), CORE Clinical Therapist (JC 6498) and CORE Lead Clinical Therapist (JC 6499).

5.6. Code Enforcement Officers. Effective two (2) pay periods following adoption of the MOU by the BOS, the County will provide five (5) uniform shirts with County insignia to employees in the classifications of Code Enforcement Officer I (JC 8675), Code Enforcement Officer II (JC 8680) and Code Enforcement Officer III (JC 8685).

7. Uniform Standards. Employees provided uniforms as outlined in this subsection 26.B. (Uniforms Provided) are required to wear the County-issued uniform during work hours. Uniforms shall be replaced as needed at the discretion of the respective Agency/Department Head.

26.C. RAIN GEAR.

1. The County will provide one (1) set of rain gear, including boots, ~~per employee to each employee~~s in the classifications of Building Inspector I (JC 8305), Building Inspector II (JC 8310) and Construction Inspector (JC 8350) who are regularly assigned to work outdoors.

2. The County will provide up to one (1) set of rain gear, excluding boots, ~~per employee to each employee~~s in the classifications of Agricultural and Standards Investigator I (JC 8418), Agricultural Standards Investigator II (JC 8419), and Agricultural and Standards Investigator III (JC 8420) who are regularly assigned to work outdoors.

~~2.3. Rain gear will be replaced as needed, Aa~~t the discretion of the Agency/Department Head ~~the rain gear will be replaced as needed.~~

26.D. UNIFORM REIMBURSEMENT.

The County shall reimburse employees in the classifications of Food Service Worker (JC 7510), and Senior Food Service Worker (JC 7512), who are assigned to work at Juvenile Institutions and or the Sheriff's Work Alternative Program (also known as Work Furlough), for one-half (1/2) the cost of up to eight (8) dietary uniforms per employee per fiscal year.

26.E. SAFETY FOOTWEAR REIMBURSEMENT.

~~1. Agricultural and Standards Classifications. Effective January 7, 2024, t~~The County will reimburse employees in the classifications of Agricultural and Standards Technician (JC 8204),

Agricultural and Standards Investigator I (JC 8418), Agricultural Standards Investigator II (JC 8419), and Agricultural and Standards Investigator III (JC 8420) for the actual cost of one (1) pair of approved safety footwear up to a maximum of one-hundred and ~~thirty dollars (\$130.00) per year. Effective January 5, 2025, the maximum reimbursement shall increase to one hundred and fifty dollars (\$150.00) per calendar year.~~ Reimbursement, after the end of the calendar year, will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear the safety footwear during work hours.

1.

2. **Gardeners.** The County will reimburse employees in the classifications of Gardener I, General Services Agency (JC 7205), Gardener I, Public Works Agency (JC 9102), Gardener II, General Services Agency (JC 7210), and Gardener II, Public Works Agency (JC 9103) for the actual cost of one (1) pair of steel toed, ankle-high work boots, ~~(steel-toed, ankle high work boots)~~ up to a maximum of one hundred and ~~thirty dollars (\$130.00).~~ ~~Effective January 5, 2025, the maximum reimbursement shall increase to one hundred and fifty dollars (\$150.00) per calendar year.~~ Reimbursement, after the end of the calendar year, will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these work boots during work hours.

3. **Telecommunications Classifications.** The County will reimburse employees in the classifications of Electronic Systems Technician (JC 9267), Telecommunications Equipment Installer (JC 9270), and Telecommunications Technician (JC 9280) for the actual cost of one (1) pair of safety climbing boots up to a maximum of ~~one hundred and eighty dollars (\$180.00) once every three (3) years. Effective January 5, 2025, the maximum reimbursement amount shall increase to two hundred dollars (\$200.00) once every three (3) years.~~ Reimbursement will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these work boots during work hours when climbing, as determined by the supervisor.

4. **Food Service Workers.** The County will reimburse employees in the classification of Food Service Worker (JC 7510), and Senior Food Service Worker (JC 7512), for the actual cost of one (1) pair of slip-resistant, reinforced-toe work shoes ~~(slip resistant, reinforced toe),~~ up to a maximum of one hundred and ~~thirty dollars (\$130.00).~~ ~~Effective January 5, 2025, the maximum reimbursement amount shall increase to one hundred and fifty dollars (\$150.00) per calendar year.~~ Reimbursement will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these shoes during work hours, as determined by the supervisor. An employee may receive only one (1) reimbursement per year.

5. **Code Enforcement Officers.** Effective two (2) pay periods following adoption of the MOU by the BOS, the County will reimburse employees in the classifications of Code Enforcement Officer I (JC 8675), Code Enforcement Officer II (JC 8680) and Code Enforcement Officer III (JC 8685) for the actual cost of one (1) pair of steel-toed, slip resistant work shoes, up to a maximum of one hundred and fifty dollars (\$150.00) per calendar year.

6. **Janitorial Staff.** Effective two (2) pay periods following adoption of the MOU by the BOS, the County will reimburse employees in the classifications of Janitor (JC 7410), Lead Janitor (JC 7415), Janitor, Detention Facilities (JC 7416), Janitor Floor Specialist, Detention Facilities (JC 7417), and Lead Janitor, Detention Facilities (JC 7418) for the actual cost of one (1) pair of slip-resistant work shoes, up to a maximum of one hundred and fifty dollars (\$150.00) per calendar year.

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4.7. General Provisions. Reimbursement, after the end of the calendar year, will be based on verification of assignment and submittal of proof of purchase. Employees are required to wear safety footwear during work hours, as determined by the supervisor.

TENTATIVE AGREEMENT

For the County:

DocuSigned by:

3/3/2026

Keith Fleming

Keith Fleming

Date

For SEIU Local 1021:

DocuSigned by:

3/3/2026

Nato Green

Nato Green

Date

Proposal Chronology:

Date	Note
12/18/25	CP #20 Passed to SEIU
12/18/25	UP #14 Passed to County
2/10/26	CC1 to UP #14 and incorporate cleanup from CP #20
2/19/26	Amended UP #14A Passed to County
3/3/26	CC1 to UP #14A including CP #20
3/3/26	Tentative agreement

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SECTION 8. LEAVES OF ABSENCE

- 8.A. LEAVE MAY NOT EXCEED NINE (9) MONTHS.** A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave but shall not be longer than nine (9) months, except as hereinafter provided.
- 8.B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT.** A leave of absence without pay may not be granted to a person accepting either private or public employment outside the service of the County of Alameda, except as hereinafter provided.
- 8.C. MILITARY LEAVE.** Employees shall be entitled to military leaves of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans Code. Employees must present to their supervisor a copy of their military orders which specify the dates and duration of such leave.

If such employee shall have been continuously employed by the County for at least one (1) year prior to the date such absence begins, he/shethey shall be entitled to receive paid military leave as follows:

1. Paid military leave which may be granted during a fiscal year for continuous or intermittent military leave, is limited to a maximum of 240-working hours for forty (40) hour/week classes or 225-working hours for thirty-seven and one-half (37.5) hour/week classes, during ordered military leave, including necessary travel time. The 240-hour limit reflects the equivalent of thirty (30), eight (8) hour days but is designated in hours to account for alternative work schedules. The 225-hour limit reflects the equivalent of thirty (30), seven and one-half (7.5) hour days but is designated in hours to account for alternative work schedules.
2. During the period specified in 8.C.1. above, the employee shall be entitled to receive pay only for those hours which the employee would have been regularly scheduled to work and would have worked but for the military leave.
3. The rate of pay shall be the same rate the employee would have received for hours worked during a shift he/shethey would have been scheduled to work or scheduled for paid holiday leave, had he/shethey not been on military leave.
4. In no event shall an employee be paid for time he/shethey would not have been scheduled to work during said military leave.

In determining employee eligibility for classifications requiring a minimum length of service, time spent on military leave shall be eligible for inclusion in the length of service calculation.

- 8.D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.** An Agency/Department Head may grant an employee a leave of absence without pay from their position to permit such an employee to be temporarily appointed to fill a position which is vacant as the result, and during the period of, a military leave of absence.

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8.E. EDUCATIONAL LEAVE. A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave for the purpose of education, but no one (1) such leave of absence shall exceed a period of one (1) year.

8.F. PAID TIME OFF FOR EDUCATION PURPOSES.

- 1. State-Mandated Training.** Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), employees in the following classifications will be granted paid leave per fiscal year for state mandated training required to maintain their licenses, certifications, or registration. Paid leave for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification.

Job Code	Covered Classifications	Hours Limit	Frequency*
2610	Appraiser I	Up to 24	Each fiscal year ("FY").
2615	Appraiser II	Up to 24	Each FY.
2620	Appraiser III	Up to 24	Each FY.
2706	Auditor-Appraiser I	Up to 24	Each FY.
2710	Auditor-Appraiser II	Up to 24	Each FY.
2715	Auditor-Appraiser III	Up to 24	Each FY.
6505	Behavioral Health Clinician I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6510	Behavioral Health Clinician II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6512	Behavioral Health Crisis Intervention Specialist I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6513	Behavioral Health Crisis Intervention Specialist II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
5337	Clinical Nurse Specialist	Up to 30	Over a 2-FY period.
6316	Clinical Psychologist	Up to 36	Over a 2-FY period.
6515	Clinical Review Specialist**	Up to 36**	**Applies only if the employee is required to obtain educational units mandated by State law or regulation to maintain licensure or certification: Over a 2-FY period, for BBS or up to 30-hours over 2 FY period for Board of Registered Nursing.
5779	Dental Hygienist	Up to 12.5	Each FY.

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Job Code	Covered Classifications	Hours Limit	Frequency*
<u>6528</u>	<u>Forensic Behavioral Health Clinician I</u>	<u>Up to 36</u>	<u>Over a 2-FY period, effective on the date established by the BBS.</u>
<u>6529</u>	<u>Forensic Behavioral Health Clinician II</u>	<u>Up to 36</u>	<u>Over a 2-FY period, effective on the date established by the BBS.</u>
6496	Marriage and Family Therapist I	Up to 36	Over a 2-FY period, effective on the date established by the Board of Behavioral Sciences ("BBS").
6497	Marriage and Family Therapist II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6490	Mental Health Specialist I, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
6491	Mental Health Specialist II, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
6492	Mental Health Specialist III, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
5605	Microbiologist	Up to 15	Each FY.
5383	Mid-Level Practitioner	Up to 30	Over a 2-FY period.
5850	Pediatric Occupational Therapist	Up to 24	Over a 2-FY period.
5860	Pediatric Physical Therapist	Up to 30	Over a 2-FY period.
5644	Pharmacist, ACBH	Up to 15	Each FY.
5510	Registered Dental Assistant	Up to 25	Over a 2-FY period.
5300	Registered Nurse I	Up to 30	Over a 2-FY period.
5305	Registered Nurse II	Up to 30	Over a 2-FY period.
5315	Registered Nurse III	Up to 30	Over a 2-FY period.
5645	Senior Clinical Pharmacist, ACBH	Up to 15	Each FY.
5610	Senior Microbiologist	Up to 15	Each FY.
5865	Senior Therapist	Up to 24-or 30 (based on licensure)	Over a 2-FY period.
**Paid time off for education purpose frequency shall be prorated for part-time employees in the covered classifications.			

- 2. Substitution.** The County may substitute on an hour-for-hour basis accredited mandated training offered by the County on an in-service basis for Nursing (5300, 5305, 5315, 5337, 5383) and Pharmacy (5644 and 5645) classifications, and for the classifications of Behavioral Health Clinician I (6505) and Behavioral Health Clinician II (6510).

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3. **Nursing Scheduling Time Off.** With respect to scheduling paid time off for the Nursing classifications (5300, 5305, 5315, 5337, 5383), the Agency/Department Head shall schedule such time as follows: The Agency/Department Head shall designate a bulletin board at each major work location where continuing education course announcements shall be posted in a timely fashion. Nurses wishing leave to attend such courses shall complete and forward to the Agency/Department Head any necessary leave form. The County shall have fifteen (15)-days to deny such leave in writing or leave shall be granted as requested by the employee.
4. **Mid-Level Practitioner (5383).** If a Mid-level Practitioner (5383) is required to obtain educational units by an Agency/Department Head that cannot be taken within the Hours Limit as stated above, the Agency/Department Head will authorize such additional paid educational leave as is necessary to satisfy practitioner staff qualifications. Any such additional leave shall be prorated for part-time Mid-level Practitioners (5383) as provided above.
5. **Behavioral Health.** If a Behavioral Health Clinician I (6505), Behavioral Health Clinician II (6510), Behavioral Health Crisis Intervention Specialist I (6512), ~~and~~ Behavioral Health Crisis Intervention Specialist II (6513), Forensic Behavioral Health Clinician I (6528) and Forensic Behavioral Health Clinician II (6529) has not complied with the one-time-State-required 10-hour Human Sexuality Training, or one-time-State-required 7-hour Child Abuse Training, or one-time-State-required 15-hour Alcoholism Training, the Agency/Department Head shall authorize paid educational leave for these specific hours for these specific training programs. Any such leave shall be prorated for part-time employees in these classifications.
6. If additional classifications covered by this MOU are mandated by State law or regulation to complete a continuing education requirement to maintain licensure or certification, at the request of the union, the County will meet and confer on inclusion of such classifications within the provisions of this subsection 8.F. (Paid Time Off for Education Purposes).
- 8.G. **LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION.** A leave of absence without pay may be granted by the Agency/Department Head to any employee who is lent to another governmental jurisdiction, to an agency engaged in a survey of government practices, or to an educational institution, but no one (1) such leave of absence shall exceed a period of one (1) year.
- 8.H. **LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO THE UNCLASSIFIED SERVICE.** A leave of absence without pay may be granted to an employee to permit such person to accept employment for an indefinite period in the unclassified civil service of the County or in a position outside the County service, the salary of which is paid in whole or in part by the County. Upon termination of such employment, such person shall revert to the position from which said leave of absence was granted and, in the event such position has been filled by another person, the reduction in force procedures set forth in the Civil Service Commission Rules shall apply.
- 8.I. **LEAVES OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE.** An employee having tenure in a classification in the classified civil service who is appointed to another classification in the classified service of the County may be granted a leave of absence without pay from the position to which the employee has tenure until the employee obtains tenure to such other position, or the employee's appointment thereto is terminated for any reason, whichever first occurs. In the event of the return of such employee to the position from which leave of absence was granted, the employee with the least seniority in such class in such agency/department shall be laid off if all authorized positions are filled.

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~~8.J. LEAVE FOR ASSIGNMENT TO SPECIAL PROJECT. An employee having tenure in a classification in the classified civil service, who is appointed to the classification of Project Specialist, may be granted a leave of absence without pay from the classification in which he/she has tenure, by the Agency/Department Head, for the duration of said employee's assignment to the special project.~~

8.KJ. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA. Sufficient paid leave shall be granted to permit an employee to travel between the workplace and the court and while serving on jury duty or in answer response to a subpoena as a witness. Full-time employees will receive their regular compensation for any work week in which they perform jury service under this Section. Part time employees will receive compensation on a pro-rated basis of the regular work schedule. Employees who are regularly scheduled to work less than full-time shall receive pay on a prorated basis, based on the hours they would have been scheduled to work during the period of leave. Compensation for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification.

Any jury or witness fee awarded to such person received by the employee, excluding mileageless reimbursement for mileage, shall be deposited into the County Treasury.

Any person Employees who are assigned an to afternoon or evening shifts shall be entitled to equal time off as leave with pay from the person's receive paid leave from their next regularly scheduled shift for equal to all the time spent serving on jury duty or answering responding to a subpoena as a witness, including travel time and for traveling to and from court.

Any person who is Employees who are regularly assigned to a schedule which that includes working Saturday and Sunday, and who serves on jury duty for on their entire two (2) scheduled days off during the previous Monday through Friday period, may, upon 24-hour advance notice to their supervisor elect to use shall be allowed to schedule their next regular workday as vacation or compensatory time off for their next regular workday. Any person whoself the employee's jury service extends into a second workweek shall have their the employee's schedule shall be temporarily changed to a Monday to Friday day shift schedule for the duration of such jury service only.

When an employee is excused from jury duty or from answering responding to a subpoena as a witness in time to report for at least one-half (1/2) their employee's regularly scheduled shift, the employee shall report to duty work and jury duty pay under this subsection shall be reduced accordingly. If the employee fails to report as set forth herein required, the employee shall be docked for the balance remainder of the day.

Employees shall apply for standby jury duty if the court permits this option. An employee whose work assignment precludes participation in the standby jury duty shall be exempted from this requirement, provided that an Agency/Department Head may adjust an employee's work assignment to permit the employee to apply for standby duty.

8.LK. DISABILITY LEAVE FOR OTHER EMPLOYMENT. Anything in this MOU to the contrary n Notwithstanding any other provision of this MOU, any person employee who, because of sickness due to illness or injury, is incapable unable to ef performing their work or duties in the service of the County but who is nevertheless capable of performing other work or duties outside the County service of the County may, within at the discretion of the Agency/Department Head, be granted sick leave of absence without pay during such period of disability to accept such employment.

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8.M. ~~PERSONAL DISABILITY LEAVE.~~ After six (6) months from date of employment, an employee shall be entitled to leaves of absence without pay for not more than two (2) periods aggregating to no more than ninety (90) calendar days within a twelve (12) month period upon presentation of acceptable proof of their personal disability. Before such leave, the employee must have used all accrued vacation, paid sick leave or compensating time off, unless the employee is receiving accrued vacation, paid sick leave or compensating time off as a supplement to disability insurance benefits under Section 15. (Disability Insurance Benefit) of this MOU, in which event, the employee shall be entitled to personal disability leave. But the employee's entitlement to personal disability leave shall be reduced by the hourly equivalent of the disability insurance payment (hours of personal disability deducted per pay period equals two (2) times the employee's weekly disability insurance entitlement divided by the employee's normal hourly rate) provided, however, that an employee who has exhausted paid leave balances and is receiving disability insurance only shall have personal disability leave deducted on a day for day basis. Such leave may be extended by mutual agreement of the employee and the Agency/Department Head.

~~The Agency/Department Head may require acceptable proof of the employee's ability to return to work provided that the Agency/Department Head shall notify the employee in writing of such requirement in advance. If the submitted proof is deemed unacceptable, the Agency/Department Head shall immediately notify the employee in writing of existing deficiencies in the submitted proof. Employees granted leave under this paragraph shall be returned to the same classification and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift and, where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used their best effort herein shall not be subject to the grievance procedure.~~

8.NL. PREGNANCY & CHILD BONDING DISABILITY LEAVE. An employee is entitled to receive a who is disabled by pregnancy, and child birth, or a related medical condition is entitled to an unpaid, job-protected leave of absence of up to 17 and 1/3 weeks as determined by the employee's health care provider, in accordance with the Fair Employment and Housing Act (FEHA) Pregnancy Disability Leave (PDL) provision bonding leave of up to six (6) months. — Employees who are approved for PDL will have their accrued sick leave automatically applied or supplemented if they are eligible and receiving State Disability Insurance (SDI). If employees exhaust their sick leave, their vacation leave, compensatory time off or other accrued paid leave will automatically be applied to their PDL unless the employee requests, in writing, not to have their other leave balances applied. For an employee who is regularly scheduled to work less than the full-time work week for the classification, usage of accrued paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have been regularly scheduled to work and would have worked but for the PDL. Such an employee may elect to take accrued vacation or compensatory time off or sick leave, when eligible, during the period of pregnancy and child bonding leave, except that in the case of an employee who is regularly scheduled to work less than the normal full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have been regularly scheduled to work and would have worked but for the pregnancy and child bonding leave. The employee shall be entitled to sick leave, when eligible, with pay accumulated pursuant to subsection 11.E. (Cumulative Sick Leave Plan) of this MOU. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.

~~Notwithstanding the above, the employee may be entitled to take up to seven (7) months of total leave for the integration of the pregnancy disability and child bonding leaves pursuant to the Family~~

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~~Medical Leave Act (FMLA), California Pregnancy Disability Leave (PDL), and California Family Rights Act (CFRA). Disability leave due to pregnancy runs concurrently with FMLA and PDL. Child bonding leave runs concurrently with FMLA and CFRA.~~

~~Reinstatement subsequent to pregnancy and child bonding leave of absence shall be to the same classification from which leave was taken and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used its best effort herein, shall not be subject to the grievance procedure.~~

PDL runs concurrently with approved leave under the federal Family and Medical Leave Act (FMLA), if eligible. Reinstatement of an employee returning from PDL or other job-protected leave shall be to the same classification the employee occupied when the leave was taken, and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift and where there is a specialization within a classification, to the same specialization. The determination on whether the Agency/Department Head has used their best effort herein shall not be subject to the grievance procedure.

8.OM. CHILD BONDING LEAVE. ~~A prospective father, spouse, domestic partner or adoptive parent is entitled to child bonding leave of up to six (6) months, within one (1) year of the qualifying event. Child bonding leave runs concurrently with FMLA and CFRA. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.~~

~~8.P.~~

8.Q. ~~An employee may elect to take accrued vacation or compensatory time off during the period of child bonding leave except that in the case of an employee who is regularly scheduled to work less than the normal full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave. The use of sick leave during child bonding leave shall not be permitted unless employees are otherwise eligible to use it as provided in subsection 11.L. (Family Sick Leave).~~

~~Reinstatement subsequent to child bonding leave of absence shall be to the same classification from which leave was taken and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has made its best effort herein, shall not be subject to the grievance procedure.~~

1. Child Bonding Leave Under California Family Rights Act (CFRA) and Family Medical Leave Act (FMLA): An employee who is a new parent (birth, adoptive or foster placement) is entitled to an unpaid, job-protected leave of absence to bond with a new child up to 12-weeks, within one (1) year of the qualifying event, in accordance with CFRA and FMLA. Child bonding leave taken under CFRA runs concurrently with approved leave under FMLA, if eligible. The scheduling of child bonding leave (either on CFRA or FMLA) on an intermittent basis shall be a basic minimum duration of two (2) weeks; however, an employee shall be permitted leave of less than two (2) weeks' duration on any two (2) occasions. Any requests for additional occasions of intermittent leave or a reduced work schedule are subject to approval by the employee's Agency/Department Head as allowed by law.

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2. Additional County Child Bonding Leave Not Covered by CFRA/FMLA: An employee may be eligible to take up to a total of 26-weeks of leave inclusive of time under FEHA PDL and Child Bonding Leave under CFRA/FMLA; however, any additional leave taken up to the maximum 26-weeks of total leave that is not covered under FEHA PDL or CFRA/FMLA may be taken utilizing the employee's own leave balances or will be considered authorized leave without pay and subject to subsection 8.U. (Effect of Leave Without Pay). If an employee's combined leave under FEHA PDL and CFRA/FMLA is 26-weeks or more, the employee shall not be eligible for Additional County Child Bonding Leave under this subsection.
3. Application of Employee Accrued Leave During Child Bonding: An employee's accrued vacation leave, compensatory time off or other accrued paid leave (excluding sick leave) will automatically be supplemented during the period of child bonding leave referenced in subsections 8.M.1. (Child Bonding Leave Under CFRA/FMLA) and 8.M.2. (Additional County Child Bonding Leave Not Covered by CFRA/FMLA), unless the employee requests, in writing, not to have their other leave balances applied. In the case of an employee who is regularly scheduled to work less than the full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave.
4. Use of Sick Leave During Child Bonding: The use of sick leave during child bonding leave shall not be permitted unless they are otherwise eligible to use it as provided in Section 11. (Sick Leave).
5. Reinstatement Following Child Bonding Leave: Reinstatement of an employee returning from child bonding leave or other approved leave referenced herein shall be to the same classification the employee occupied when the leave was taken and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. The determination on whether the Agency/Department Head has made their best effort herein shall not be subject to the grievance procedure.

8.PN. BEREAVEMENT LEAVE. ~~An regularly scheduled employee Leave of absence with pay because of death in the immediate family of an employee~~ shall be granted up to five (5) days of leave of absence with pay by the Agency/Department Head ~~because of death in the immediate family of up to five (5) days.~~ Employees are required to complete and submit the Bereavement Leave Statement within thirty (30) days of the start of the bereavement leave, and the bereavement leave shall be completed within three (3) months of the date of death of the immediate family member.

For purpose of this subsection 8.PN. (Bereavement Leave), "immediate family" means a:

- Spouse or domestic partner (as defined in Appendix B (Domestic Partner Defined));
- Parent (biological, step-, in-law, foster);
- Child (biological, adopted, foster, step-, legal ward, or child of a Domestic Partner);
- mother, stepmother, father, stepfather, husband, wife, domestic partner, (upon submission of an affidavit as defined in Appendix E. (Domestic Partner)), child of domestic partner, son, stepson, daughter, stepdaughter, gGrandparent;
- gGrandchild;
- Sibling; brother, sister, foster parent, foster child, mother-in-law and father-in-law, or
- aAny other person sharing the relationship of in loco parentis; and

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- ~~when~~ When living in the household of the employee, a son-in-law, daughter-in-law, ~~or brother-in-law or sisters~~ sibling-in-law.

Effective [two pay periods following adoption of the MOU by the Board of Supervisors], employees may use up to three (3) days of accrued paid leave for bereavement leave upon the death of a "designated person" as defined under California Government Code §12945.2, for whom the employee was previously approved to use leave under CFRA or family sick leave pursuant to subsection 11.K. (Family Sick Leave). Employees who experience the death of an sibling-in-law who does not live in their household may take an unpaid leave of absence for up to three (3) days.

Entitlement to leave of absence under this subsection 8.P. (Bereavement Leave) shall be only for all hours the employee would have been scheduled to work for those days granted and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

8.O. LEAVE FOR REPRODUCTIVE LOSS. After 30-days from the date of employment, employees shall be entitled to an unpaid leave of absence of up to five (5) days for each reproductive loss event, up to a maximum of 20 days within a 12-month period. Employees may elect to use their accrued leave balances for all hours of their scheduled workdays. The leave may be taken non-consecutively and must be taken in increments of one (1) workday and completed within three (3) months of the date of the event entitling the employee to such leave. For employees on pregnancy disability leave, FMLA/CFRA leave or other leave entitlement under state or federal law, the reproductive loss leave is in addition to any other such leave entitlements must be completed within three (3) months of the end date of the other leave.

For purposes of this subsection 8.O. (Leave for Reproductive Loss), "a reproductive loss" is defined as:

- Failed adoption
- Failed surrogacy
- Miscarriage
- Stillbirth
- Unsuccessful assisted reproduction

To request such leave, employees must complete and submit the "Request for Leave for Reproductive Loss" form to their Agency/Departmental Human Resources Officer/Representative.

8.P. VICTIM AND FAMILY SUPPORT LEAVE. Effective January 1, 2025, in accordance with Government Code §12945.8 and any amendments thereto, employees are entitled to an unpaid, job-protected leave of absence if they or their family members are a victim of a qualifying act of violence ("QAV"). "Family member" means a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner, or designated person. This leave runs concurrently with any leave under the California Family Rights Act and the Family Medical Leave Act, if the employee is eligible.

1. Use of Paid Leave. Employees may elect to use accrued sick leave, vacation, compensatory time off, or other available paid leave balances for leave taken pursuant to this subsection. For employees scheduled to work less than the full-time work week, use of paid leave shall be granted only for those days, or fractions thereof, that the employee was scheduled to work. Employees who do not elect to use accrued leave or lack sufficient leave accruals to cover the leave taken under this subsection shall be granted authorized leave without pay.

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2. Request and Documentation. When feasible, employees must provide advance notice and, if requested, reasonable documentation to support the leave. To request the leave, employees must complete and submit the "Request for Victim and Family Support Leave" form to their Agency/Departmental Human Resources Officer/Representative.

8.Q. LEAVE FOR PARTICIPATING IN EXAMINATION PROCESS. Upon forty-eight (48) hours advance notice by the employee to their supervisor, an employee shall be granted paid leave while participating in an ~~Alameda County~~ of Alameda employment examination ~~which that~~ is scheduled during the employee's working hours. If the examination is in-person, Ssufficient paid leave shall be granted to permit the employee to travel between the ~~work place~~workplace and the testing site. Examinations for jurisdictions other than the County of Alameda are exempted from this provision.

8.R. LEAVE FOR PARTICIPATING IN THE SELECTION OR TRANSFER PROCESS. Upon twenty-four (24) hours advance notice by the employee to their supervisor, an employee who has received a certification for an ~~Alameda County~~County of Alameda employment interview or an employee who must be interviewed as part of an interdepartmental transfer shall be granted paid leave while participating in the interview scheduled during the employee's work hours. If the interview is in-person, Ssufficient paid leave shall be granted to permit the employee to travel between the work place and the site of the interview. With prior notice to the employee, the Agency/Department Head may require written verification of an interdepartmental transfer interview. Interviews for jurisdictions other than the County of Alameda are exempted from this provision.

~~**8.S. LEAVE FOR PARTICIPATING IN A LITERACY PROGRAM.** Any employee accepted into the Alameda County Workplace Literacy Program, subject to grant approval, as a learner or a participant or other workplace program approved by Alameda County shall be permitted up to twenty-five (25) hours in a twelve (12) month period of educational leave with pay to the extent that such courses of instruction are provided during the employee's on-duty hours.~~

~~**8.TS. LEAVE FOR EMPLOYMENT WITH THE UNION.** Upon written certification from the Union and the agreement of the Agency/Department Head, up to six (6) employees at any one (1) time who are subject to this MOU shall be granted a leave of absence without pay for a period of up to six (6) months in a twelve (12) month period to work for Local 1021. At the end of such leave the employee shall be returned to the employee's same classification and Agency/Department. The Union shall reimburse the County for all costs incurred for that employee while on leave for union business.~~

8.U. FAMILY-SCHOOL PARTNERSHIP ACT LEAVE. California Government Code Section 230.8 entitles employees who are a parent, legal guardian, stepparent, foster parent, or grandparent of, or a person who stands in loco parentis to a child in a licensed daycare facility or school (from birth through grade 12) up to forty (40) hours off per year, with a maximum of eight (8) hours per calendar month, to participate in school activities.

Employees shall utilize vacation or compensatory time, for the purposes of the planned absence. The type of leave used by the employee shall be at the sole discretion of the employee. Employees who do not have any accrued vacation, compensatory time or personal leave are permitted to utilize leave without pay for this purpose.

Employees shall give reasonable notice to their supervisor of the school activity planned absence and upon return to work, provide to their supervisor documentation from the school or licensed childcare provider as proof that the employee engaged in child-related activities. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the agency/department operations.

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8.U. EFFECT OF LEAVE WITHOUT PAY. No benefits or time credit, such as sick leave or vacation leave, shall be earned during the period when an employee is absent on leave without pay, except as required by law or otherwise specified herein this MOU.

Tentative Agreement:

For the County:

Signed by:

 5EBF626044F840D...
 Jeff Bailey, IEDA
 Date

For SEIU:

DocuSigned by:

 4AEEF13FB5D2410...
 Peter Masiak, SEIU
 Date

Proposal Chronology:

Date	Note
12/10/25	CP #7 Passed to SEIU
12/18/25	UP #19 Passed to County
2/10/26	County Reject UP #19 – CPkg1
3/25/26	SEIU Counter to CP #7
4/16/26	County Conceptual Response – Pending
4/21/26	CP #7A Passed to SEIU
4/23/26	SEIU Counter to CP #7A & UP #19
4/28/26	CP #7B and CC1 to UP #19 to SEIU
5/12/26	SEIU Counter to UP #7B/UP #19v3
6/9/26	CPkg #1 – Maintain CP #7B and CC1 to UP #19
6/18/26	SEIU Resubmit 5/12/26 Counter
6/23/26	CPkg #2 - CC1 to Union Counter to CP #7B
7/2/26	SEIU amend UP #19 and counter CP #7B

SEIU Local 1021 counter to Alameda County

Union Proposal 31 v4

July 2, 2026

Sideletter of Agreement
Human Resource Services (“HRS”)
Medical Leaves and Accommodation Services (“MLAS”)
[Date]

The County of Alameda (“County”) and the Service Employees International Union Local 1021 (“Union”), collectively herein the “Parties”, agree that within 180 days after adoption of the January 4, 2026 to [TBD] Memorandum of Understanding (“MOU”) by the County Board of Supervisors Human Resource Services shall develop a Frequently Asked Questions (“FAQ”) document intended to promote understanding and transparency regarding the roles, responsibilities and processes associated with MLAS.

The FAQ may address topics including, but not limited to:

- General information regarding temporary modified work assignments, reasonable accommodations, medical leave administration, and the interactive process.
- The respective roles and responsibilities of employees, supervisors, departments/agencies, healthcare providers, MLAS, and other involved parties.
- General information regarding medical documentation and information that may be requested as part of the accommodation or leave process.
- Information regarding communication, coordination, and process timelines, recognizing that timeframes may vary depending on the circumstances of a particular case.

Prior to finalizing the FAQ document, HRS will provide the Union with an opportunity to review and submit feedback for HRS’ consideration.

In addition, for centralized agencies/departments (i.e. agencies/departments that contract with MLAS for services), MLAS will continue to offer informational sessions to employees regarding these processes, subject to operational needs and available resources.

The Medical Leaves & Accommodations Services Unit will respond to written communications from employees within fourteen (14) calendar days. MLAS will make decisions on reasonable accommodations within thirty days of request by the employee. No employee will suffer adverse impacts as a result of delays in communication or errors on the part of the MLAS unit.

Lastly, the Parties agree to the following:

- MLAS will communicate with employees using both mail, ~~and e~~County email, ~~and personal~~ email on file.

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- Employees are entitled to a representative of the employee's choosing during any meeting in the interactive process or related to statutory leaves or reasonable accommodations.
- If an employee believes they have been improperly placed on unpaid leave due to a delay in communication or an administrative error by MLAS, the employee may bring the matter to the attention of the appropriate supervisory chain. The County will review the matter and take appropriate action.

Disputes over reasonable accommodation requests will be subject to Section 20—Grievance & Arbitration.

Tentative Agreement:

For the County:

Signed by:

5EBF626044F840D...
Jeff Bailey, IEDA
7/13/2026
Date

For SEIU:

DocuSigned by:

4AEEF13FB5D2410...
Peter Masiak, SEIU
7/12/2026
Date

Proposal Chronology:

Date	Note
1/8/26	UP #31 from Union
2/10/26	County Conceptual Response #1 - County offered separate discussion re: concerns
5/14/26	Union requested to schedule separate discussion
5/21/26	Union and County held separate discussion
5/26/26	Union passed UP #31v2
6/9/26	County Comprehensive Package Proposal - CC1 to UP #31v2 passed to Union
6/18/26	Union passed UP #31v3
6/23/26	CPkg#2 - CC1 to UP #31v3 passed to Union
7/2/26	Union amended UP31v4

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Union Proposal 31 v3

June 23, 2026

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021**

**JOINT LABOR/MANAGEMENT COMMITTEES FOR DEPARTMENT CONCERNS
ALAMEDA COUNTY SOCIAL SERVICES AGENCY
MARCH 12, 2007[DATE]**

The ~~Alameda County Social Services Agency and~~ Service Employees International Union Locals ~~535 and 616~~ 1021 ("Union") and the County of Alameda ("County") hereby agree to ~~this the following:~~ Sideletter of Agreement ("Sideletter") regarding joint Labor/Management Committees ("LMC") in the Alameda County Social Services Agency ("ACSSA"), to establish a framework for effective labor management collaboration which enables ACSSA to creatively address the demands of the future while preserving the integrity and rights of the workforce.

As provided in Section 21. (Labor/Management Committee), the County has established LMC for each of the following:

- Agency-wide
- Adult and Aging Services
- Children and Family Services
- Workforce and Benefits Administration

~~1. — Joint committees for Department Concerns~~

A. ~~The~~ Purpose of the ~~Committees~~ LMC

~~1. — The long-term goal of this agreement is to establish a framework for effective labor management collaboration which enables the Agency to creatively address the demands of the future while preserving the integrity and rights of the workforce.~~

2.1. The purpose of the ~~Committees~~ LMC ~~will be~~ is to meet, discuss, decide, or make recommendations regarding issues related to the operation of ~~the~~ Agency ACSSA's service departments. Issues may include but are not limited to the following:

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June 23, 2026

- a. Consistency of Department operations with policies
- b. Communications
- c. Workload distribution/caseloads
- d. Morale
- e. Department procedures
- f. New program initiatives

3.2. The ~~Committees~~LMC ~~will~~ provides a forum for information-sharing, identification of issues requiring resolution, and review of workplace developments.

4.3. The ~~Committees~~LMC will not discuss issues related to discipline, griev~~an~~ces, individual performance problems, negotiations, or meet-and-confer items.

B. Composition of the LMC

1. The ~~Committees~~LMC ~~will~~ includes ~~a maximum of up to six (6) Social Services Agency representatives and one (1) business representative from the Union SEIU Local 535 and/or 616 plus a Business Agent from 535 and a Business Agent from 616~~, and an equal number (up to eight ~~(8)~~) of representatives from ~~Department administration~~ACSSA management, including the ~~respective Department Head Assistant Agency Director or their designee~~.

C. ~~Committee~~ Protocol of the LMC

1. ~~Committee~~The LMC will determine protocol ~~will be decided by the Committees. Such issues as related to~~ routing of agenda and minutes, meeting leadership, and recording will be decided at the initial meetings.
2. ~~Committees~~The LMC should maintain formal agendas and records of meetings.
3. ~~Responsibility for chairing the Committees will be alternated between SEIU The Union and ACSSA management will alternate chairing the LMC.~~
4. The ~~Committees~~LMC shall meet no less frequently than quarterly.
5. This ~~s~~Sideletter shall be in effect through the term of the current MOU between ~~Alameda~~the County and ~~SEIU Locals 535 and 616~~the Union.

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D. ~~Joint Labor-Management Teams~~Workload of the LMC

~~It is acknowledged by t~~The County acknowledges that employees designated by the Union and released by the County to serve on ~~teams specifically designated as a joint departmental Labor Management Team~~LMC and attend LMC meetings lasting more than 30 calendar days may be unable to maintain their workload when attending said meetings. To that end, the Assistant Agency Director or ~~his/her~~their designee shall reassign or make other reasonable adjustments to the employee's workload as ~~the Agency determines~~deemed necessary.

Committees~~Labor-Management Team for Department of Children and Families Services~~~~Labor-Management Team for Department of Workforce and Benefits~~~~Administration/Employment Services~~~~Labor-Management Team for Department of Adult and Aging Services~~~~Labor-Management Team for Agency Administrative and Finance~~**Tentative Agreement:****For the County:**

Signed by:

 5EBF626044F840D...
 Jeff Bailey, IEDA
 7/13/2026
 Date

For SEIU:

DocuSigned by:

 4AEEF13FB5D2410...
 Peter Masiak, SEIU
 7/12/2026
 Date

Proposal Chronology:

Date	Note
1/8/26	Union Proposal (UP) 33
4/23/26	County counter to UP 33
6/23/26	Union amended UP 33

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SECTION 8. LEAVES OF ABSENCE

- 8.A. LEAVE MAY NOT EXCEED NINE (9) MONTHS.** A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave but shall not be longer than nine (9) months, except as hereinafter provided.
- 8.B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT.** A leave of absence without pay may not be granted to a person accepting either private or public employment outside the service of the County of Alameda, except as hereinafter provided.
- 8.C. MILITARY LEAVE.** Employees shall be entitled to military leaves of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans Code. Employees must present to their supervisor a copy of their military orders which specify the dates and duration of such leave.

If such employee shall have been continuously employed by the County for at least one (1) year prior to the date such absence begins, he/shethey shall be entitled to receive paid military leave as follows:

1. Paid military leave which may be granted during a fiscal year for continuous or intermittent military leave, is limited to a maximum of 240-working hours for forty (40) hour/week classes or 225-working hours for thirty-seven and one-half (37.5) hour/week classes, during ordered military leave, including necessary travel time. The 240-hour limit reflects the equivalent of thirty (30), eight (8) hour days but is designated in hours to account for alternative work schedules. The 225-hour limit reflects the equivalent of thirty (30), seven and one-half (7.5) hour days but is designated in hours to account for alternative work schedules.
2. During the period specified in 8.C.1. above, the employee shall be entitled to receive pay only for those hours which the employee would have been regularly scheduled to work and would have worked but for the military leave.
3. The rate of pay shall be the same rate the employee would have received for hours worked during a shift he/shethey would have been scheduled to work or scheduled for paid holiday leave, had he/shethey not been on military leave.
4. In no event shall an employee be paid for time he/shethey would not have been scheduled to work during said military leave.

In determining employee eligibility for classifications requiring a minimum length of service, time spent on military leave shall be eligible for inclusion in the length of service calculation.

- 8.D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.** An Agency/Department Head may grant an employee a leave of absence without pay from their position to permit such an employee to be temporarily appointed to fill a position which is vacant as the result, and during the period of, a military leave of absence.

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8.E. EDUCATIONAL LEAVE. A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave for the purpose of education, but no one (1) such leave of absence shall exceed a period of one (1) year.

8.F. PAID TIME OFF FOR EDUCATION PURPOSES.

- 1. State-Mandated Training.** Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), employees in the following classifications will be granted paid leave per fiscal year for state mandated training required to maintain their licenses, certifications, or registration. Paid leave for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification.

Job Code	Covered Classifications	Hours Limit	Frequency*
2610	Appraiser I	Up to 24	Each fiscal year ("FY").
2615	Appraiser II	Up to 24	Each FY.
2620	Appraiser III	Up to 24	Each FY.
2706	Auditor-Appraiser I	Up to 24	Each FY.
2710	Auditor-Appraiser II	Up to 24	Each FY.
2715	Auditor-Appraiser III	Up to 24	Each FY.
6505	Behavioral Health Clinician I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6510	Behavioral Health Clinician II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6512	Behavioral Health Crisis Intervention Specialist I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6513	Behavioral Health Crisis Intervention Specialist II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
5337	Clinical Nurse Specialist	Up to 30	Over a 2-FY period.
6316	Clinical Psychologist	Up to 36	Over a 2-FY period.
6515	Clinical Review Specialist**	Up to 36**	**Applies only if the employee is required to obtain educational units mandated by State law or regulation to maintain licensure or certification: Over a 2-FY period, for BBS or up to 30-hours over 2 FY period for Board of Registered Nursing.
5779	Dental Hygienist	Up to 12.5	Each FY.

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Job Code	Covered Classifications	Hours Limit	Frequency*
<u>6528</u>	<u>Forensic Behavioral Health Clinician I</u>	<u>Up to 36</u>	<u>Over a 2-FY period, effective on the date established by the BBS.</u>
<u>6529</u>	<u>Forensic Behavioral Health Clinician II</u>	<u>Up to 36</u>	<u>Over a 2-FY period, effective on the date established by the BBS.</u>
6496	Marriage and Family Therapist I	Up to 36	Over a 2-FY period, effective on the date established by the Board of Behavioral Sciences ("BBS").
6497	Marriage and Family Therapist II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6490	Mental Health Specialist I, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
6491	Mental Health Specialist II, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
6492	Mental Health Specialist III, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
5605	Microbiologist	Up to 15	Each FY.
5383	Mid-Level Practitioner	Up to 30	Over a 2-FY period.
5850	Pediatric Occupational Therapist	Up to 24	Over a 2-FY period.
5860	Pediatric Physical Therapist	Up to 30	Over a 2-FY period.
5644	Pharmacist, ACBH	Up to 15	Each FY.
5510	Registered Dental Assistant	Up to 25	Over a 2-FY period.
5300	Registered Nurse I	Up to 30	Over a 2-FY period.
5305	Registered Nurse II	Up to 30	Over a 2-FY period.
5315	Registered Nurse III	Up to 30	Over a 2-FY period.
5645	Senior Clinical Pharmacist, ACBH	Up to 15	Each FY.
5610	Senior Microbiologist	Up to 15	Each FY.
5865	Senior Therapist	Up to 24-or 30 (based on licensure)	Over a 2-FY period.
**Paid time off for education purpose frequency shall be prorated for part-time employees in the covered classifications.			

- 2. Substitution.** The County may substitute on an hour-for-hour basis accredited mandated training offered by the County on an in-service basis for Nursing (5300, 5305, 5315, 5337, 5383) and Pharmacy (5644 and 5645) classifications, and for the classifications of Behavioral Health Clinician I (6505) and Behavioral Health Clinician II (6510).

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3. **Nursing Scheduling Time Off.** With respect to scheduling paid time off for the Nursing classifications (5300, 5305, 5315, 5337, 5383), the Agency/Department Head shall schedule such time as follows: The Agency/Department Head shall designate a bulletin board at each major work location where continuing education course announcements shall be posted in a timely fashion. Nurses wishing leave to attend such courses shall complete and forward to the Agency/Department Head any necessary leave form. The County shall have fifteen (15)-days to deny such leave in writing or leave shall be granted as requested by the employee.
4. **Mid-Level Practitioner (5383).** If a Mid-level Practitioner (5383) is required to obtain educational units by an Agency/Department Head that cannot be taken within the Hours Limit as stated above, the Agency/Department Head will authorize such additional paid educational leave as is necessary to satisfy practitioner staff qualifications. Any such additional leave shall be prorated for part-time Mid-level Practitioners (5383) as provided above.
5. **Behavioral Health.** If a Behavioral Health Clinician I (6505), Behavioral Health Clinician II (6510), Behavioral Health Crisis Intervention Specialist I (6512), ~~and~~ Behavioral Health Crisis Intervention Specialist II (6513), Forensic Behavioral Health Clinician I (6528) and Forensic Behavioral Health Clinician II (6529) has not complied with the one-time-State-required 10-hour Human Sexuality Training, or one-time-State-required 7-hour Child Abuse Training, or one-time-State-required 15-hour Alcoholism Training, the Agency/Department Head shall authorize paid educational leave for these specific hours for these specific training programs. Any such leave shall be prorated for part-time employees in these classifications.
6. If additional classifications covered by this MOU are mandated by State law or regulation to complete a continuing education requirement to maintain licensure or certification, at the request of the union, the County will meet and confer on inclusion of such classifications within the provisions of this subsection 8.F. (Paid Time Off for Education Purposes).
- 8.G. **LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION.** A leave of absence without pay may be granted by the Agency/Department Head to any employee who is lent to another governmental jurisdiction, to an agency engaged in a survey of government practices, or to an educational institution, but no one (1) such leave of absence shall exceed a period of one (1) year.
- 8.H. **LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO THE UNCLASSIFIED SERVICE.** A leave of absence without pay may be granted to an employee to permit such person to accept employment for an indefinite period in the unclassified civil service of the County or in a position outside the County service, the salary of which is paid in whole or in part by the County. Upon termination of such employment, such person shall revert to the position from which said leave of absence was granted and, in the event such position has been filled by another person, the reduction in force procedures set forth in the Civil Service Commission Rules shall apply.
- 8.I. **LEAVES OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE.** An employee having tenure in a classification in the classified civil service who is appointed to another classification in the classified service of the County may be granted a leave of absence without pay from the position to which the employee has tenure until the employee obtains tenure to such other position, or the employee's appointment thereto is terminated for any reason, whichever first occurs. In the event of the return of such employee to the position from which leave of absence was granted, the employee with the least seniority in such class in such agency/department shall be laid off if all authorized positions are filled.

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~~8.J. LEAVE FOR ASSIGNMENT TO SPECIAL PROJECT. An employee having tenure in a classification in the classified civil service, who is appointed to the classification of Project Specialist, may be granted a leave of absence without pay from the classification in which he/she has tenure, by the Agency/Department Head, for the duration of said employee's assignment to the special project.~~

8.KJ. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA. Sufficient paid leave shall be granted to permit an employee to travel between the workplace and the court and while serving on jury duty or in answer response to a subpoena as a witness. Full-time employees will receive their regular compensation for any work week in which they perform jury service under this Section. Part time employees will receive compensation on a pro-rated basis of the regular work schedule. Employees who are regularly scheduled to work less than full-time shall receive pay on a prorated basis, based on the hours they would have been scheduled to work during the period of leave. Compensation for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification.

Any jury or witness fee awarded to such person received by the employee, excluding mileageless reimbursement for mileage, shall be deposited into the County Treasury.

Any person Employees who are assigned an to afternoon or evening shifts shall be entitled to equal time off as leave with pay from the person's receive paid leave from their next regularly scheduled shift for equal to all the time spent serving on jury duty or answering responding to a subpoena as a witness, including travel time and for traveling to and from court.

Any person who is Employees who are regularly assigned to a schedule which that includes working Saturday and Sunday, and who serves on jury duty for on their entire two (2) scheduled days off during the previous Monday through Friday period, may, upon 24-hour advance notice to their supervisor elect to use shall be allowed to schedule their next regular workday as vacation or compensatory time off for their next regular workday. Any person whoself the employee's jury service extends into a second workweek shall have their the employee's schedule shall be temporarily changed to a Monday to Friday day shift schedule for the duration of such jury service only.

When an employee is excused from jury duty or from answering responding to a subpoena as a witness in time to report for at least one-half (1/2) their employee's regularly scheduled shift, the employee shall report to duty work and jury duty pay under this subsection shall be reduced accordingly. If the employee fails to report as set forth herein required, the employee shall be docked for the balance remainder of the day.

Employees shall apply for standby jury duty if the court permits this option. An employee whose work assignment precludes participation in the standby jury duty shall be exempted from this requirement, provided that an Agency/Department Head may adjust an employee's work assignment to permit the employee to apply for standby duty.

8.LK. DISABILITY LEAVE FOR OTHER EMPLOYMENT. Anything in this MOU to the contrary n Notwithstanding any other provision of this MOU, any person employee who, because of sickness due to illness or injury, is incapable unable to ef performing their work or duties in the service of the County but who is nevertheless capable of performing other work or duties outside the County service of the County may, within at the discretion of the Agency/Department Head, be granted sick leave of absence without pay during such period of disability to accept such employment.

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8.M. ~~PERSONAL DISABILITY LEAVE.~~ After six (6) months from date of employment, an employee shall be entitled to leaves of absence without pay for not more than two (2) periods aggregating to no more than ninety (90) calendar days within a twelve (12) month period upon presentation of acceptable proof of their personal disability. Before such leave, the employee must have used all accrued vacation, paid sick leave or compensating time off, unless the employee is receiving accrued vacation, paid sick leave or compensating time off as a supplement to disability insurance benefits under Section 15. (Disability Insurance Benefit) of this MOU, in which event, the employee shall be entitled to personal disability leave. But the employee's entitlement to personal disability leave shall be reduced by the hourly equivalent of the disability insurance payment (hours of personal disability deducted per pay period equals two (2) times the employee's weekly disability insurance entitlement divided by the employee's normal hourly rate) provided, however, that an employee who has exhausted paid leave balances and is receiving disability insurance only shall have personal disability leave deducted on a day for day basis. Such leave may be extended by mutual agreement of the employee and the Agency/Department Head.

~~The Agency/Department Head may require acceptable proof of the employee's ability to return to work provided that the Agency/Department Head shall notify the employee in writing of such requirement in advance. If the submitted proof is deemed unacceptable, the Agency/Department Head shall immediately notify the employee in writing of existing deficiencies in the submitted proof. Employees granted leave under this paragraph shall be returned to the same classification and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift and, where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used their best effort herein shall not be subject to the grievance procedure.~~

8.NL. PREGNANCY & CHILD BONDING DISABILITY LEAVE. An employee is entitled to receive a who is disabled by pregnancy, and child birth, or a related medical condition is entitled to an unpaid, job-protected leave of absence of up to 17 and 1/3 weeks as determined by the employee's health care provider, in accordance with the Fair Employment and Housing Act (FEHA) Pregnancy Disability Leave (PDL) provision bonding leave of up to six (6) months. — Employees who are approved for PDL will have their accrued sick leave automatically applied or supplemented if they are eligible and receiving State Disability Insurance (SDI). If employees exhaust their sick leave, their vacation leave, compensatory time off or other accrued paid leave will automatically be applied to their PDL unless the employee requests, in writing, not to have their other leave balances applied. For an employee who is regularly scheduled to work less than the full-time work week for the classification, usage of accrued paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have been regularly scheduled to work and would have worked but for the PDL. Such an employee may elect to take accrued vacation or compensatory time off or sick leave, when eligible, during the period of pregnancy and child bonding leave, except that in the case of an employee who is regularly scheduled to work less than the normal full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have been regularly scheduled to work and would have worked but for the pregnancy and child bonding leave. The employee shall be entitled to sick leave, when eligible, with pay accumulated pursuant to subsection 11.E. (Cumulative Sick Leave Plan) of this MOU. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.

~~Notwithstanding the above, the employee may be entitled to take up to seven (7) months of total leave for the integration of the pregnancy disability and child bonding leaves pursuant to the Family~~

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~~Medical Leave Act (FMLA), California Pregnancy Disability Leave (PDL), and California Family Rights Act (CFRA). Disability leave due to pregnancy runs concurrently with FMLA and PDL. Child bonding leave runs concurrently with FMLA and CFRA.~~

~~Reinstatement subsequent to pregnancy and child bonding leave of absence shall be to the same classification from which leave was taken and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used its best effort herein, shall not be subject to the grievance procedure.~~

PDL runs concurrently with approved leave under the federal Family and Medical Leave Act (FMLA), if eligible. Reinstatement of an employee returning from PDL or other job-protected leave shall be to the same classification the employee occupied when the leave was taken, and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift and where there is a specialization within a classification, to the same specialization. The determination on whether the Agency/Department Head has used their best effort herein shall not be subject to the grievance procedure.

8.OM. CHILD BONDING LEAVE. ~~A prospective father, spouse, domestic partner or adoptive parent is entitled to child bonding leave of up to six (6) months, within one (1) year of the qualifying event. Child bonding leave runs concurrently with FMLA and CFRA. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.~~

~~8.P.~~

8.Q. ~~An employee may elect to take accrued vacation or compensatory time off during the period of child bonding leave except that in the case of an employee who is regularly scheduled to work less than the normal full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave. The use of sick leave during child bonding leave shall not be permitted unless employees are otherwise eligible to use it as provided in subsection 11.L. (Family Sick Leave).~~

~~Reinstatement subsequent to child bonding leave of absence shall be to the same classification from which leave was taken and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has made its best effort herein, shall not be subject to the grievance procedure.~~

1. Child Bonding Leave Under California Family Rights Act (CFRA) and Family Medical Leave Act (FMLA): An employee who is a new parent (birth, adoptive or foster placement) is entitled to an unpaid, job-protected leave of absence to bond with a new child up to 12-weeks, within one (1) year of the qualifying event, in accordance with CFRA and FMLA. Child bonding leave taken under CFRA runs concurrently with approved leave under FMLA, if eligible. The scheduling of child bonding leave (either on CFRA or FMLA) on an intermittent basis shall be a basic minimum duration of two (2) weeks; however, an employee shall be permitted leave of less than two (2) weeks' duration on any two (2) occasions. Any requests for additional occasions of intermittent leave or a reduced work schedule are subject to approval by the employee's Agency/Department Head as allowed by law.

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2. Additional County Child Bonding Leave Not Covered by CFRA/FMLA: An employee may be eligible to take up to a total of 26-weeks of leave inclusive of time under FEHA PDL and Child Bonding Leave under CFRA/FMLA; however, any additional leave taken up to the maximum 26-weeks of total leave that is not covered under FEHA PDL or CFRA/FMLA may be taken utilizing the employee's own leave balances or will be considered authorized leave without pay and subject to subsection 8.U. (Effect of Leave Without Pay). If an employee's combined leave under FEHA PDL and CFRA/FMLA is 26-weeks or more, the employee shall not be eligible for Additional County Child Bonding Leave under this subsection.
3. Application of Employee Accrued Leave During Child Bonding: An employee's accrued vacation leave, compensatory time off or other accrued paid leave (excluding sick leave) will automatically be supplemented during the period of child bonding leave referenced in subsections 8.M.1. (Child Bonding Leave Under CFRA/FMLA) and 8.M.2. (Additional County Child Bonding Leave Not Covered by CFRA/FMLA), unless the employee requests, in writing, not to have their other leave balances applied. In the case of an employee who is regularly scheduled to work less than the full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave.
4. Use of Sick Leave During Child Bonding: The use of sick leave during child bonding leave shall not be permitted unless they are otherwise eligible to use it as provided in Section 11. (Sick Leave).
5. Reinstatement Following Child Bonding Leave: Reinstatement of an employee returning from child bonding leave or other approved leave referenced herein shall be to the same classification the employee occupied when the leave was taken and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. The determination on whether the Agency/Department Head has made their best effort herein shall not be subject to the grievance procedure.

8.PN. BEREAVEMENT LEAVE. ~~An regularly scheduled employee~~ Leave of absence with pay because of death in the immediate family of an employee shall be granted up to five (5) days of leave of absence with pay by the Agency/Department Head because of death in the immediate family of up to five (5) days. Employees are required to complete and submit the Bereavement Leave Statement within thirty (30) days of the start of the bereavement leave, and the bereavement leave shall be completed within three (3) months of the date of death of the immediate family member.

For purpose of this subsection 8.PN. (Bereavement Leave), "immediate family" means a:

- Spouse or domestic partner (as defined in Appendix B (Domestic Partner Defined));
- Parent (biological, step-, in-law, foster);
- Child (biological, adopted, foster, step-, legal ward, or child of a Domestic Partner);
- mother, stepmother, father, stepfather, husband, wife, domestic partner, (upon submission of an affidavit as defined in Appendix E. (Domestic Partner)), child of domestic partner, son, stepson, daughter, stepdaughter, gGrandparent;
- gGrandchild;
- Sibling; brother, sister, foster parent, foster child, mother-in-law and father-in-law, or
- aAny other person sharing the relationship of in loco parentis; and

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- ~~when~~ When living in the household of the employee, a son-in-law, daughter-in-law, ~~or brother-in-law or sisters~~ sibling-in-law.

Effective [two pay periods following adoption of the MOU by the Board of Supervisors], employees may use up to three (3) days of accrued paid leave for bereavement leave upon the death of a “designated person” as defined under California Government Code §12945.2, for whom the employee was previously approved to use leave under CFRA or family sick leave pursuant to subsection 11.K. (Family Sick Leave). Employees who experience the death of an sibling-in-law who does not live in their household may take an unpaid leave of absence for up to three (3) days.

Entitlement to leave of absence under this subsection 8.P. (Bereavement Leave) shall be only for all hours the employee would have been scheduled to work for those days granted and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

8.O. LEAVE FOR REPRODUCTIVE LOSS. After 30-days from the date of employment, employees shall be entitled to an unpaid leave of absence of up to five (5) days for each reproductive loss event, up to a maximum of 20 days within a 12-month period. Employees may elect to use their accrued leave balances for all hours of their scheduled workdays. The leave may be taken non-consecutively and must be taken in increments of one (1) workday and completed within three (3) months of the date of the event entitling the employee to such leave. For employees on pregnancy disability leave, FMLA/CFRA leave or other leave entitlement under state or federal law, the reproductive loss leave is in addition to any other such leave entitlements must be completed within three (3) months of the end date of the other leave.

For purposes of this subsection 8.O. (Leave for Reproductive Loss), “a reproductive loss” is defined as:

- Failed adoption
- Failed surrogacy
- Miscarriage
- Stillbirth
- Unsuccessful assisted reproduction

To request such leave, employees must complete and submit the “Request for Leave for Reproductive Loss” form to their Agency/Departmental Human Resources Officer/Representative.

8.P. VICTIM AND FAMILY SUPPORT LEAVE. Effective January 1, 2025, in accordance with Government Code §12945.8 and any amendments thereto, employees are entitled to an unpaid, job-protected leave of absence if they or their family members are a victim of a qualifying act of violence (“QAV”). “Family member” means a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner, or designated person. This leave runs concurrently with any leave under the California Family Rights Act and the Family Medical Leave Act, if the employee is eligible.

1. Use of Paid Leave. Employees may elect to use accrued sick leave, vacation, compensatory time off, or other available paid leave balances for leave taken pursuant to this subsection. For employees scheduled to work less than the full-time work week, use of paid leave shall be granted only for those days, or fractions thereof, that the employee was scheduled to work. Employees who do not elect to use accrued leave or lack sufficient leave accruals to cover the leave taken under this subsection shall be granted authorized leave without pay.

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2. Request and Documentation. When feasible, employees must provide advance notice and, if requested, reasonable documentation to support the leave. To request the leave, employees must complete and submit the "Request for Victim and Family Support Leave" form to their Agency/Departmental Human Resources Officer/Representative.

8.Q. LEAVE FOR PARTICIPATING IN EXAMINATION PROCESS. Upon forty-eight (48) hours advance notice by the employee to their supervisor, an employee shall be granted paid leave while participating in an Alameda County of Alameda employment examination which that is scheduled during the employee's working hours. If the examination is in-person, Ssufficient paid leave shall be granted to permit the employee to travel between the work placeworkplace and the testing site. Examinations for jurisdictions other than the County of Alameda are exempted from this provision.

8.R. LEAVE FOR PARTICIPATING IN THE SELECTION OR TRANSFER PROCESS. Upon twenty-four (24) hours advance notice by the employee to their supervisor, an employee who has received a certification for an Alameda CountyCounty of Alameda employment interview or an employee who must be interviewed as part of an interdepartmental transfer shall be granted paid leave while participating in the interview scheduled during the employee's work hours. If the interview is in-person, Ssufficient paid leave shall be granted to permit the employee to travel between the work place and the site of the interview. With prior notice to the employee, the Agency/Department Head may require written verification of an interdepartmental transfer interview. Interviews for jurisdictions other than the County of Alameda are exempted from this provision.

~~**8.S. LEAVE FOR PARTICIPATING IN A LITERACY PROGRAM.** Any employee accepted into the Alameda County Workplace Literacy Program, subject to grant approval, as a learner or a participant or other workplace program approved by Alameda County shall be permitted up to twenty-five (25) hours in a twelve (12) month period of educational leave with pay to the extent that such courses of instruction are provided during the employee's on-duty hours.~~

~~**8.TS. LEAVE FOR EMPLOYMENT WITH THE UNION.** Upon written certification from the Union and the agreement of the Agency/Department Head, up to six (6) employees at any one (1) time who are subject to this MOU shall be granted a leave of absence without pay for a period of up to six (6) months in a twelve (12) month period to work for Local 1021. At the end of such leave the employee shall be returned to the employee's same classification and Agency/Department. The Union shall reimburse the County for all costs incurred for that employee while on leave for union business.~~

8.U. FAMILY-SCHOOL PARTNERSHIP ACT LEAVE. California Government Code Section 230.8 entitles employees who are a parent, legal guardian, stepparent, foster parent, or grandparent of, or a person who stands in loco parentis to a child in a licensed daycare facility or school (from birth through grade 12) up to forty (40) hours off per year, with a maximum of eight (8) hours per calendar month, to participate in school activities.

Employees shall utilize vacation or compensatory time, for the purposes of the planned absence. The type of leave used by the employee shall be at the sole discretion of the employee. Employees who do not have any accrued vacation, compensatory time or personal leave are permitted to utilize leave without pay for this purpose.

Employees shall give reasonable notice to their supervisor of the school activity planned absence and upon return to work, provide to their supervisor documentation from the school or licensed childcare provider as proof that the employee engaged in child-related activities. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the agency/department operations.

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8.U. EFFECT OF LEAVE WITHOUT PAY. No benefits or time credit, such as sick leave or vacation leave, shall be earned during the period when an employee is absent on leave without pay, except as required by law or otherwise specified herein this MOU.

Tentative Agreement:

For the County:

Signed by:

 5EBF626044F840D...
 Jeff Bailey, IEDA
 7/13/2026
 Date

For SEIU:

DocuSigned by:

 4AEEF13FB5D2410...
 Peter Masiak, SEIU
 7/12/2026
 Date

Proposal Chronology:

Date	Note
12/10/25	CP #7 Passed to SEIU
12/18/25	UP #19 Passed to County
2/10/26	County Reject UP #19 – CPkg1
3/25/26	SEIU Counter to CP #7
4/16/26	County Conceptual Response – Pending
4/21/26	CP #7A Passed to SEIU
4/23/26	SEIU Counter to CP #7A & UP #19
4/28/26	CP #7B and CC1 to UP #19 to SEIU
5/12/26	SEIU Counter to UP #7B/UP #19v3
6/9/26	CPkg #1 – Maintain CP #7B and CC1 to UP #19
6/18/26	SEIU Resubmit 5/12/26 Counter
6/23/26	CPkg #2 - CC1 to Union Counter to CP #7B
7/2/26	SEIU amend UP #19 and counter CP #7B

TA to CP#: 11CTo Union: 4/23/26

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Cleanup; clarify bilingual testing required for all bilingual pay; maintain rejecting expansion of caseload bilingual pay countywide

SECTION 12. PREMIUM CONDITIONS

- 12.A. SPLIT SHIFT.** Except as provided otherwise in subsection 12.B. (Night Shift), below, any employee required to work a split shift shall be paid at a rate of ~~five-seven and one-half percent (7.5%)~~ over and above the employee's regular biweekly or hourly rate of pay for the entire shift so worked. For purposes of this paragraph "split shift" is defined as any daily tour of duty divided into two (2) periods of time and taking more than nine and one-half (9.5) consecutive hours to complete. ~~Effective January 7, 2024, the split shift shall be increased to seven and one-half percent (7.5%).~~
- 12.B. NIGHT SHIFT.** Employees who are required to work at least five-eighths (5/8th) of their normal daily tour of duty after 4:30 p.m. and before 8:00 a.m. shall be paid at a rate of ~~five-seven and one-half percent (7.5%)~~ over and above their normal biweekly or hourly rate of pay for the entire shift so worked. ~~Effective January 7, 2024, the Night Shift shall be increased to seven and one-half percent (7.5%).~~
- 12.C. BILINGUAL PAY.** ~~To be eligible for bilingual pay, employees must have taken and passed a bilingual proficiency test coordinated by Human Resource Services or an authorized Agency/Department and administered by a person certified as bilingually proficient (including sign language). The bilingual proficiency test and the County's determination of an employee's bilingual competency shall not be subject to the grievance procedure. Bilingual pay shall be provided as follows:~~
- ~~1. **Positions Designated Bilingual or Requiring Fluency and Ongoing Use.** Upon the recommendation approval of the Agency/Department Head and the approval of the Director of Human Resource Services, employees occupying a position designated as requiring that requires fluency in a language other than English or requiring and who use such bilingual services skills on a regular basis shall receive be compensated an additional fifty-fivesixty dollars (\$5560.00) per pay period, and the eEmployees occupying such a positions and having with proficiency in three (3) or more languages and are required to use those additional languages in the course of their duties shall receive be compensated sixty-five dollars (\$6065.00) per pay period, provided that such employees are required to utilize such additional languages in the course of their duties for the County.~~
 - ~~1.2. **Bilingual Pay for Services Requested.** An employee who is eligible for bilingual pay referenced above in 12.C. (Bilingual Pay) and directed by the Agency/Department Head or designee to use their bilingual skills on an as-needed basis, shall be compensated sixty dollars (\$60) for any pay period in which the employee is so directed and uses the bilingual skills in the course of the employee's assignment. Employees receiving compensation under subsection 12.C.1. (Positions Requiring Fluency and Ongoing Use) shall not be eligible for compensation under this subsection.~~

TA to CP#: 11CTo Union: 4/23/26

~~Effective January 7, 2024, the compensation for employees occupying a position designated as requiring fluency in a language other than English shall receive an additional sixty dollars (\$60.00) per pay period and a person occupying such a position and having proficiency in three (3) or more languages shall receive sixty-five dollars (\$65.00) per pay period, provided that such employees are required to utilize such additional languages in the course of their duties for the County.~~

12.D. 1. ~~Social Services Agency~~ SOCIAL SERVICES AGENCY PREMIUM FOR NON-ENGLISH-SPEAKING CASELOAD. Bilingual pay for ~~e~~Employees assigned to the Social Services Agency ("Agency") ~~who~~ carrying a caseload ~~of which~~ at least twenty-five percent (25%) ~~of which~~ is comprised of non-English speaking clients shall be ~~paid-compensated~~ an additional ~~fifty-fivesixty~~ dollars (~~\$5560~~.00) per pay period. The Agency will conduct an annual evaluation to ensure employees receiving ~~the additional bilingual pay under this subsection~~ this premium continue to meet the twenty-five percent (25%) non-English speaking client caseload threshold requirement. Employees ~~determined to~~ who no longer meet the ~~25% non-English speaking client caseload~~ threshold will revert to the lower level premium effective the first day of the first full pay period following completion of said annual evaluation. Employees who newly meet the threshold shall begin receiving this premium effective ~~Conversely, payment at the higher level will begin on~~ the first pay period in the second calendar month following the month in which the ~~caseload exceeds the 25% threshold~~ is met. Moreover, the Agency will continue to make every effort to assign non-English speaking caseloads to bilingual workers. ~~Effective January 7, 2024, the compensation shall be increased to sixty dollars (\$60.00) per pay period.~~

This premium shall be in lieu of bilingual pay provided under Section 12.C. (Bilingual Pay).

TENTATIVE AGREEMENT

For the County:

Signed by:

Jeff Bailey

4/23/2026

Jeff Bailey

Date

For Union:

DocuSigned by:

Nato Green

4/23/2026

Nato Green

Date

Proposal Chronology:

Date	Note
10/23/25	CP #11 Passed to SEIU
1/20/26	UC1 to CP #11 Passed to County
3/25/26	CP #11A Passed to SEIU
4/2/26	CP #11B Passed to SEIU
4/21/26	CP #11C Passed to SEIU
4/23/26	Tentative Agreement

SEIU Local 1021 counter to Alameda County

June 16, 2026

Union Proposal 3 v7

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Maintain previous language agreed to; County withdraws exclusion of discrimination and abusive conduct complaints from the grievance procedure; ~~Reject addition of 2.E~~Add reference to: Whistleblower Protections – covered under County Administrative Code Chapter 3.52 (Protection of Employees Disciplined for Disclosing Information)

CP #2A:

SECTION 2. NO DISCRIMINATION

2.A. DISCRIMINATION PROHIBITED.– No person shall be appointed, reduced, or removed, or in any way favored, ~~or~~ discriminated against or harassed because of ~~a that~~ person's political or religious opinions or affiliations, age, race, color, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), gender, gender identity, gender expression, ancestry, national origin, sexual orientation, religion, ~~national origin, ancestry, creed~~, physical ~~or~~ mental ~~disabilities, disability~~, medical condition, genetic information, marital status, military ~~and or~~ veteran status, or any other protected class as defined by federal and state law.

~~1. **Filing Complaints.** Complaints arising pursuant to the provisions of this subsection shall be processed in accordance with the employee's agency/department human resources' internal complaint procedures, or through the County's Diversity Programs Unit County's Discrimination, Harassment, and Retaliation Prevention Policy and shall be excluded from Section 20. (Grievance Procedure).~~

~~1. **Employee Representation in Cases of Workplace Harassment.** In accordance with the County's Discrimination, Harassment, and Retaliation Prevention policy, an employee filing a formal complaint with the County has a right to be represented by a person of the complainant's choosing at each and all steps of throughout the complaint process. In a meeting where management is investigating a formal complaint made by an employee of workplace harassment based on a category listed in this Article, the employee making the complaint has the right to be represented by a person of the complainant's choosing at each and all steps of the complaint process.~~

~~2.~~

2.B. NO DISCRIMINATION ON ACCOUNT OF UNION ACTIVITY. Neither the County nor employee organizations shall interfere with, intimidate, restrain, coerce, or discriminate against employees covered by this MOU because of the exercise of rights to engage or not to engage in Union activity.

2.C. Whistleblower Protections: Whistleblower protections are covered under Chapter 3.52 of the Administrative Code.

CC1 to UP #3v4:

MUTUAL RESPECT. The County and the Union agree that all employees regardless of position, profession, or rank will treat each other with courtesy, dignity, and respect, and comply with the County's

SEIU Local 1021 counter to Alameda County

June 16, 2026

Union Proposal 3 v7

Abusive Conduct Prevention Policy. The foregoing principles shall also apply in providing services to the public.

Complaints related to this provision shall be reported in accordance with the Abusive Conduct Prevention Policy and shall not be subject to Section 20. Grievance Procedure.

For the County:

Signed by:

Stacey Cue

6/24/2026

065CEF631A43492...

Stacey Cue, IEDA

Date

For SEIU:

DocuSigned by:

Peter Masiak

6/24/2026

4AEEF13FB5D2410...

Peter Masiak, SEIU

Date

Proposal Chronology:

Date	Note
12/2/25	UP #3 Passed to County
12/18/25	CP #2 Passed to SEIU
1/8/26	UP #3v2 Passed to County
2/10/26	County Comprehensive Conceptual Response— County Reject
4/3/26	UP #3v3 Passed to County
4/16/26	County Comprehensive Conceptual Response
4/23/26	UP #3v4 Passed to County
4/30/26	CP #2A and CC1 to UP #3v4 to SEIU
5/7/26	UP #3v5 Passed to County
5/19/26	CP #2B and CC1 to UP #3v5 to SEIU
5/26/26	UP #3v6 Passed to County
5/28/26	CP #2C and CC1 to UP #3v6 to SEIU
6/9/26	County Comprehensive Package Proposal #1 - CP #2D and CC1 to UP #3v6
<u>6/16/2026</u>	<u>UP #3v7 passed to County</u>

Administrative Code:**Chapter 3.52 - PROTECTION OF EMPLOYEES DISCIPLINED FOR DISCLOSING INFORMATION**

Sections:

3.52.010 - Purpose.

This chapter sets forth the provisions of California Government Code Sections 53296—53299 as applicable to the county and is intended to protect employees from being subjected to disciplinary action for having disclosed certain types of information and to provide for the expedited resolution of complaints.

(Prior admin. code § 2-15.01)

3.52.020 - Definitions.

The following definitions shall apply:

"Claim of reprisal action" means a claim filed pursuant to Section [3.52.030](#) that alleges a "reprisal action" as defined in this section.

"Complaint" means any written document containing a disclosure of information as specified in the definition of "Disclosure of information" as found in this section.

"Disciplinary action" means a dismissal, suspension, layoff or reduction in rank or compensation.

"Disclosure of information" means the written allegation and/or provision of evidence regarding gross mismanagement or a significant waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety.

"Manager" means any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering the agency or department.

"Reprisal action" means any disciplinary action or disciplinary transfer against any employee, or any other act of intimidation, restraint, coercion or discrimination against any employee or applicant for employment in retaliation for a disclosure of information by the employee.

"Supervisory employee" or "supervisor" means any employee regardless of job description or title, having authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend this action, if, in connection with the foregoing, the exercise of this authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

(Prior admin. code § 2-15.02)

3.52.030 - Claim of reprisal action.

An employee, or applicant for employment, shall have the right to file a written claim of reprisal action with the clerk of the board within sixty (60) days of the date of the reprisal action complained of. The claim of reprisal action shall be filed under penalty of perjury. The clerk of the board within ten days of the date of the filing of the claim of reprisal shall forward a copy of it to the county administrator and to the appropriate appointing authority who shall investigate the claim and file a report of their investigation with the clerk of the board within ninety (90) days of the date of the request. Upon receiving these reports, the clerk of the board shall refer copies of them to the board together with copies of the claim of reprisal action.

The board shall determine the matter and shall notify the claimant of its determination. The clerk of the board shall regard the investigative reports as confidential and not subject to disclosure pursuant to Section 6254(d)(f) of the Government Code.

(Prior admin. code § 2-15.04)

3.52.040 - No reprisal actions and exceptions.

- A. No officer, manager or supervisor shall take a reprisal action against any employee or applicant for employment who makes a complaint.
- B. This chapter is not intended to prevent an officer, manager or supervisor from taking, directing others to take, recommending, or approving any personnel action with respect to any employee or applicant for employment if he/she reasonably believes that the action or inaction is justified on the basis of separate evidence which shows any of the following:
 - 1. The employee's complaint has disclosed information that he or she knows to be false or has disclosed information without regard for the truth or falsity thereof.
 - 2. The employee's complaint has disclosed information from records which are closed to public inspection pursuant to law.
 - 3. The employee's complaint has disclosed information which is confidential under any other provision of law.
 - 4. The employee was the subject of an ongoing or existing disciplinary action prior to the disclosure of information in the complaint.
 - 5. The employee has violated any provision of civil service or written agency/departmental rules, has failed to perform assigned duties, or has committed any other act unrelated to the disclosure that would otherwise be subject to personnel action.
- C. It is not a violation of this chapter for an officer, manager or supervisor to take disciplinary action against an employee if that officer, manager or supervisor had no prior knowledge that a complaint had been made by that employee.

(Prior admin. code § 2-15.05)

3.52.050 - Penalties.

Any officer, manager or supervisor who violates this [Chapter 3.52](#) with malicious intent is punishable by a fine not to exceed ten thousand dollars (\$10,000.00) and imprisonment in the county jail for a period of up to one year. Additionally, any such officer, manager or supervisor shall be subject to disciplinary action and may be subject to additional penalties as provided in California Government Code Section 53298.5(b).

(Ord. 96-75 § 1 (part); prior admin. code § 2-15.06)

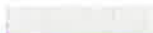
TA to: UP #12 & CP #5To Union: 9/18/26

**2025 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Add cleanup to subsection 6.B. (Workday and Workweek) and include reference to employees with alternate biweekly work schedules.

Counter with Sideletter of Agreement to meet with the General Services Agency regarding Janitors clocking in and out for their shift.

Color Key:

 TA CP #5
 New Response

SECTION 6. HOURS OF WORK, SHIFTS, SCHEDULES, AND REST PERIODS

6.A. WORK SCHEDULE AND CHANGE OF SHIFT. Except for an employee in a classification enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), the Agency/Department Heads shall prepare a schedule showing the hours each employee and appointive officer of the County in their agency/department is to work. Except under unforeseeable circumstances, the Agency/Department Head shall make every reasonable effort to assure that no employee shall have more than one (1) change of shift in any workweek and that the employee shall be off duty no less than twelve (12) hours prior to working the new shift. Except in cases of emergency, employees in units regularly assigned to cover shifts seven (7) days a week, 24-hours a day, shall be given ten calendar days' notice of any change in shift schedule.

~~6.A.1. If shifts or regular work schedules become available in a department, those shifts will be posted and awarded in county seniority order among employees in that department. This sentence shall not apply to SSA.~~

6.B. WORKDAY AND WORKWEEK. ~~except as provided in subsections 7.G. (Information Technology Department), 7.H. (Social Services Agency), 7.I. (Probation Department), 7.J. (Community Development Agency), 7.K. (Registrar of Voters Department), 7.L. (Public Works Agency), 7.M. (Office of Assessor), 7.N. (Treasurer Tax Collector), 7.O. (Library Department), 7.P. (Health Care Services Agency), 7.Q. (Alameda County Employees' Retirement Association), 7.R. (Sheriff's Department) and 7.S. (Auditor/Controller Agency) hereof, the following shall apply:~~

1. ~~Full-Time Employees.~~ For ~~each~~ full-time employees who works 7.5-hours or 8-hours per day, the ~~normal-regular~~ workweek shall be thirty-seven and one-half (37.5) or 40 hours, respectively.
2. ~~For each full-time employee who works 8-hours per day, the normal workweek shall be forty (40) hours.~~

TA to: UP #12 & CP #5To Union: 9/18/26

~~3. **Part-Time and Services-As-Needed (SAN) Employees.** For each part-time and SAN employees, the workday and/or workweek will be determined by the Agency/Department Head. The assigned schedule shall be based on the proration or as-needed application of workday and/or workweek will be a proration of time scheduled to work to the normal regular thirty-seven and one-half (37.5) or forty (40) hour workweek base as designated for the employee's classification enumerated in the Appendix A, which shall constitute the "workweek base" for purposes of this section.~~

~~4. For Services As Needed employees, the workweek is scheduled on an as needed basis as determined by the Agency/Department Head, with the workweek base being thirty-seven and one-half (37.5) or forty (40) hours as designated for the employee's classification in Appendix A.~~

~~53. For part time and Services-As-Needed employees, the "workweek base," as used herein, shall mean an amount of hours in a workweek which are equivalent to the full-time hours listed for classifications as enumerated in Appendix A.~~

~~6. **Alternate Biweekly Work Schedules.** In accordance with an established agency/department alternative work or flexible schedule policy or program, the Agency/Department Head (or designee) may authorize fixed flexible biweekly work schedules for designated classifications or positions, subject to operational needs. Employees must meet their agency/department flextime or alternate work schedule program requirements to be eligible for consideration to work said flextime or alternate work schedule in accordance with their agency/departmental guidelines. Employees should contact their agency/department human resources for additional information.~~

~~a. **Fair Labor Standards Act (FLSA) Limitations for Non-Exempt Employees.** Employees who are covered by the overtime provisions of the FLSA shall not be assigned a fixed biweekly work schedule that results in regularly working more than 40-hours in any workweek.~~

6.C. HOURS OF WORK DEFINED. For all nonsupervisory or nonprofessional employees, hours worked, including all hours suffered to be worked, shall include all time not under the control of the employee whether such hours are worked in the County's workplace, or in some other place where the employee is carrying out the duties of the County. ~~As of the Effective date of this agreement, no employee shall be required to clock in and clock out for their shift.~~

6.D. REST PERIODS. No wage deduction shall be made, nor time off charged against employees taking authorized rest periods, nor shall any right to overtime be accrued for rest periods not taken. There is no obligation upon the County to provide facilities for refreshments during the rest period, or for procurement thereof.

1. All Employees Other than Video Display Screen Users. Each employee shall be granted a rest period of fifteen (15) minutes during each work period of more than three (3) hours duration; provided, however, that rest periods are not scheduled during the first or last hour of such period of work.

2. Employees Using Video Display Screens. In lieu of subsection 6.D.1. above, employees who operate video display equipment which requires continuous viewing of a video screen for more than two (2) consecutive hours in a day shall be granted rest periods of ten (10) minutes in each hour of such assignment; provided, however, that a rest period is not scheduled during the last hour of an employee's scheduled workday. Occasional use of the telephone or services-as-needed public contact not related to the video display equipment of less than five (5) minutes duration per hour is not inconsistent with the meaning of "continuous viewing" as stated herein. Employees described herein may alternatively select to schedule rest periods as described in subsection 6.D.1. above instead of the rest periods described in subsection 6.D.2.

TA to: UP #12 & CP #5To Union: 9/18/26

Sideletter of Agreement
Janitorial Services Staff Clocking In/Out for Their Shift
[Date]

The County of Alameda ("County") General Services Agency ("GSA") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 120 days after adoption of the January 4, 2026 to [TBD] Memorandum of Understanding ("MOU") by the County Board of Supervisors, the Parties will meet to discuss potential modifications to clock-in and clock-out locations, and secure facility key retrieval for GSA janitorial staff.

The Parties agree and understand that clocking in and clocking out for janitorial staff is required for operational reasons. Accordingly, discussions shall be limited solely on the procedures for locations where employees are required to clock in and out and retrieve facility keys at worksites other than their primary work location. The discussions shall focus on identifying appropriate and feasible clock-in and clock-out locations and related key access processes that improve efficiency, enhance staff safety, and ensure necessary security for County facilities. No other aspects of timekeeping practices or procedures, including the requirement to clock in and clock out, are subject to this sideletter.

The Parties further agree that modernized HID time clocks will be implemented to support these objectives.

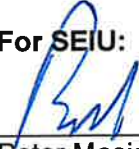
Tentative Agreement:

For the County:


 Jeff Bailey, IEDA

9/18/26
 Date

For SEIU:


 Peter Masiak, SEIU

9/18/2026
 Date

Proposal Chronology:

Date	Note
10/16/25	CP #5 Passed to SEIU
12/10/25	CP #5A Passed to SEIU
12/18/25	UP #12
1/20/26	UC1 to UP#5A from SEIU
1/29/26	TA to UC1 to UP#5A
2/10/26	CPkg #1
2/19/26	UP #12v2
3/12/26	CC1 to UP#12v2
4/16/26	CC2 to UP#12v2 – proposed SLA pending
4/23/26	CC2 Updated to UP#12v2 with proposed SLA
9/1/26	Tentative Agreement

SEIU Local 1021 counter to Alameda County

Union Proposal 31 v3

June 23, 2026

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021**

**JOINT LABOR/MANAGEMENT COMMITTEES FOR DEPARTMENT CONCERNS
ALAMEDA COUNTY SOCIAL SERVICES AGENCY
MARCH 12, 2007[DATE]**

The ~~Alameda County Social Services Agency and~~ Service Employees International Union Locals ~~535 and 616~~ 1021 ("Union") and the County of Alameda ("County") hereby agree to this the following: Sideletter of Agreement ("Sideletter") regarding joint Labor/Management Committees ("LMC") in the Alameda County Social Services Agency ("ACSSA"), to establish a framework for effective labor management collaboration which enables ACSSA to creatively address the demands of the future while preserving the integrity and rights of the workforce.

As provided in Section 21. (Labor/Management Committee), the County has established LMC for each of the following:

- Agency-wide
- Adult and Aging Services
- Children and Family Services
- Workforce and Benefits Administration

1. ~~Joint committees for Department Concerns~~

A. ~~The Purpose of the Committees~~ LMC

1. ~~The long-term goal of this agreement is to establish a framework for effective labor management collaboration which enables the Agency to creatively address the demands of the future while preserving the integrity and rights of the workforce.~~

2.1. The purpose of the ~~Committees~~ LMC ~~will be~~ is to meet, discuss, decide, or make recommendations regarding issues related to the operation of ~~the Agency~~ ACSSA's service departments. Issues may include but are not limited to the following:

SEIU Local 1021 counter to Alameda County

Union Proposal 31 v3

June 23, 2026

- a. Consistency of Department operations with policies
- b. Communications
- c. Workload distribution/caseloads
- d. Morale
- e. Department procedures
- f. New program initiatives

3.2. The ~~Committees~~LMC ~~will~~ provides a forum for information-sharing, identification of issues requiring resolution, and review of workplace developments.

4.3. The ~~Committees~~LMC will not discuss issues related to discipline, griev~~an~~ces, individual performance problems, negotiations, or meet-and-confer items.

B. Composition of the LMC

1. The ~~Committees~~LMC ~~will~~ includes ~~a maximum of up to six (6) Social Services Agency representatives and one (1) business representative from the Union SEIU Local 535 and/or 616 plus a Business Agent from 535 and a Business Agent from 616~~, and an equal number (up to eight ~~(8)~~) of representatives from ~~Department administration~~ACSSA management, including the ~~respective Department Head Assistant Agency Director or their designee~~.

C. ~~Committee~~ Protocol of the LMC

1. ~~Committee~~The LMC will determine protocol ~~will be decided by the Committees. Such issues as related to~~ routing of agenda and minutes, meeting leadership, and recording will be decided at the initial meetings.
2. ~~Committees~~The LMC should maintain formal agendas and records of meetings.
3. ~~Responsibility for chairing the Committees will be alternated between SEIU The Union and ACSSA management will alternate chairing the LMC.~~
4. The ~~Committees~~LMC shall meet no less frequently than quarterly.
5. This ~~s~~Sideletter shall be in effect through the term of the current MOU between ~~Alameda~~the County and ~~SEIU Locals 535 and 616~~the Union.

SEIU Local 1021 counter to Alameda County

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D. ~~Joint Labor-Management Teams~~Workload of the LMC

~~It is acknowledged by t~~The County acknowledges that employees designated by the Union and released by the County to serve on ~~teams specifically designated as a joint departmental Labor Management Team~~LMC and attend LMC meetings lasting more than 30 calendar days may be unable to maintain their workload when attending said meetings. To that end, the Assistant Agency Director or ~~his/her~~their designee shall reassign or make other reasonable adjustments to the employee's workload as ~~the Agency determines~~deemed necessary.

~~Committees~~~~Labor-Management Team for Department of Children and Families Services~~~~Labor-Management Team for Department of Workforce and Benefits~~~~Administration/Employment Services~~~~Labor-Management Team for Department of Adult and Aging Services~~~~Labor-Management Team for Agency Administrative and Finance~~**Tentative Agreement:****For the County:**

Signed by:

 5EBF626044F840D...
 Jeff Bailey, IEDA
 Date

7/13/2026

For SEIU:

DocuSigned by:

 4AEEF13FB5D2410...
 Peter Masiak, SEIU
 Date

7/12/2026

Proposal Chronology:

Date	Note
1/8/26	Union Proposal (UP) 33
4/23/26	County counter to UP 33
6/23/26	Union amended UP 33

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021

PURPOSE: Update to standardized language; Increase paid sick leave/family sick leave allotment for SAN employees from 24 hours to 40 hours; Increase restoration of sick leave for all employees who return to employment with the County within one (1) year from 24 hours to 40 hours; limit reasonable travel time for workers' compensation appointments to 30 minutes and actual treatment time up to six (6) months from the date of illness or injury.

SECTION 11. SICK LEAVE

Services-As-Needed employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) are excluded from the provisions of Section 11 (Sick Leave) except as noted in subsection 11.L. (Services-As-Needed Employees Sick Leave/Family Sick Leave).

11.A. SICK LEAVE DEFINED. As used in this subsection, "Sick Leave" means leave of absence of an employee because of any of the following:

1. ~~(i)~~ illness or injury ~~which~~ that renders the employee incapable of performing their work or duties for the County;
2. ~~(ii)~~ the employee's exposure to contagious disease; and
- ~~1.3.~~ ~~(iii)~~ routine medical or dental appointment of the employee.

11.B. EMPLOYEE DEFINED. As used in this subsection, "Employee" means any person, except for employees in classifications ~~enumerated~~ listed in Appendix B (Intermittent and Services-As-Needed Classifications), holding a regular, provisional, or temporary appointment in the County service, and otherwise subject to the provisions of this MOU.

11.C. SICK LEAVE - DAYS OR FRACTIONS OF DAYS. Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the sick leave.

11.D. CUMULATIVE SICK LEAVE PLAN.

1. Accumulation of Sick Leave.

- a. **For full-time employees.** ~~— (37.5-hour or 40-hour workweek).~~ Each employee shall accumulate sick leave with pay entitlement at the rate of one-half (1/2) workday (3.75 hours or 4 hours for 37.5-hour or 40-hour employees, respectively) for each full biweekly pay period on paid status up to a maximum accumulation of 155 days (7.5 or 8 hour rate) of unused sick leave with pay entitlement.
- b. ~~For full-time employees. 37.5-hour workweek. Each employee shall accumulate sick leave with pay entitlement at the rate of one-half (1/2) workday for each full biweekly pay period on paid status up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.~~

c. For part-time employees. (37.5-hour or 40-hour hour workweek base). Each employee who is regularly scheduled to work less than the full-time thirty-seven and one-half (37.5) or forty (40) hour workweek base shall accrue sick leave pursuant to subsection 11.E.1.a. above, except that the sick leave accrual shall be prorated each pay period based upon the proportion of the hours worked within a pay period to the thirty-seven and one-half (37.5) or forty (40) hour workweek base up to a maximum accumulation of 155 days (7.5 or 8 hour rate) of unused sick leave with pay entitlement.

~~**d. For part-time employees. 37.5-hour workweek base.** Each employee who is regularly scheduled to work less than the full-time thirty seven and one half (37.5) hour workweek base shall accrue sick leave pursuant to subsection 11.E.1.b. above, except that the sick leave accrual shall be prorated each pay period based upon the proportion of the hours worked within a pay period to the thirty seven and one half (37.5) hour workweek base up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.~~

11.E. RESTORATION OF CUMULATIVE SICK LEAVE BALANCES. An employee laid off due to a reduction in force who is, within three (3) years of the date of layoff, returned to County service from layoff status shall have the balance of unused cumulative sick leave accrued pursuant to subsection 11.D. (Cumulative Sick Leave Plan), restored for use as provided in this subsection.

An employee, as defined in subsection 11.B. (Employee Defined), who separates from the County and is reinstated/rehired, for any reason other than lay-off (see above), by the County within one (1) year from the date of separation, shall have previously accrued and unused paid sick days reinstated up to a maximum of ~~24~~40-hours. The employee shall be entitled to use the reinstated and unused paid sick days as stated above.

11.F. CONVERSION OF SICK LEAVE TO VACATION. When an employee's sick leave balance accrued pursuant to subsection 11.E. (Cumulative Sick Leave Plan) hereof, reaches 155 days, five (5) days shall be deducted from said sick leave balance and shall be converted to one (1) day of vacation. Said vacation shall be added to vacation balances accumulated pursuant to Section 10. (Vacation Leave) and shall thereafter be subject to the provisions of Section 10. (Vacation Leave).

11.G. SICK LEAVE CREDIT AT RETIREMENT. County employees who are members of the Alameda County Employees' Retirement System and who retire, shall be credited for fifty percent (50%) of their unused paid sick leave accumulated as of the date of their retirement, up to a maximum credit of 62.5 days.

11.H. MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE.

1. Limits on Duration of Major Medical Supplemental Paid Sick Leave.

a. For employees who, as of June 25, 1979, completed the equivalent of twenty-six (26) pay periods but less than 130 pay periods, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be as follows:

- 1) Twenty-two (22) days for those employed on a full-time basis as of 6/25/79.
- 2) Twenty-two (22) days prorated based upon a proportion of the hours worked in the pay period immediately preceding 6/25/79 for those employed on a less than full-time basis.

b. For employees who, as of June 25, 1979, completed the equivalent of 130 pay periods of continuous employment, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be as follows:

- 1) Forty-four (44) days for those employed on a full-time basis as of 6/25/79.
- 2) Forty-four (44) days prorated based upon a proportion of the hours worked in the pay period immediately preceding 6/25/79 for those employed on a less than full-time basis.

2. Criteria Which Must Be Met Before Granting Major Medical Supplemental Paid Sick Leave.

For employees continuously employed before July 1, 1975, who were otherwise granted the one (1) time non-recurring sick leave bonus made available to such employees, the Agency/Department Heads in their sole discretion, may grant major medical supplemental paid sick leave in those instances in which:

- a. the employee exhausted paid cumulative sick leave entitlement accrued pursuant to subsection 11.E. hereof.
- b. the employee's absence is caused by a serious injury or illness requiring prolonged absence from work,
- c. the injury or illness was not incurred in the course of employment, AND
- d. the employee has not incurred a break in service subsequent to June 24, 1979.

3. Major Medical Supplemental Paid Sick Leave. The Department Head's determination to deny major medical supplemental paid sick leave shall be final and non-grievable.

11.I. SICK LEAVE REVIEW. Employees have the right to receive an oral warning that the employee's attendance record is marginal, followed by a written confirmation of the oral warning that includes an opportunity for the employee to meet with the immediate supervisor prior to being placed on sick leave review. Employees placed on sick leave review shall be provided with a written statement explaining the reason and length of review period. Absences covered by the provisions under the federal Family and Medical Leave Act and/or other state or federal leave laws shall not be used to determine sick leave review. During the sick leave review period, the employee is required to provide medical evidence of sickness or injury to permit the use of sick leave with pay.

11.J. MEDICAL REPORT. The Agency/Department Head, as a condition of granting sick leave with pay, may require medical evidence of sickness or injury in the form of a statement from an employee's healthcare provider acceptable to the agency/department when the employee is absent for more than three (3) consecutive working days or when at the discretion of the agency/department head, the agency/department head determines that there are indications of excessive use of sick leave or sick leave abuse.

~~A diagnosis is not required as medical evidence of sickness or injury unless it is reasonable to believe that the employee's condition may endanger the health or safety of other employees and/or the public.~~

11.K. FAMILY SICK LEAVE.

1. ~~Effective January 7, 2024, e~~ Employees, as defined in subsection 11.B. (Employee Defined), are eligible to use, in each calendar year, up to twelve (12) days (at 7.5 or 8 hours per day) of accumulated sick leave to attend to immediate family members who are ill or injured, including emergency or routine medical/dental appointments and/or to obtain or attempt to obtain any relief to help ensure the health, safety, or welfare of themselves or their child(ren) when the employee

is a victim of domestic violence, sexual assault or stalking. For the purpose of this subsection "immediate family" means:

- Parent (biological, adoptive, foster-parent, step-parent, grand-parent or legal guardian of an employee or the employee's spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State) or a person who stood in loco parentis when the employee was a minor child);
- Spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State);
- Child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis);
- Sibling; and
- ~~Effective January 1, 2023, an "immediate family" member also includes~~ a "designated person". ~~The whom the~~ employee shall identify ~~their "designated person"~~ at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

11.L. SERVICES-AS-NEEDED (SAN) EMPLOYEES SICK LEAVE/FAMILY SICK LEAVE.

1. **Sick Leave Defined.** As used in this subsection, "Employee Sick Leave" means leave of absence of an employee because of any of the following: (i) illness or injury which renders the employee incapable of performing their work or duties for the County; (ii) the employee's exposure to contagious disease; and (iii) routine medical or dental appointment of the employee.
2. **Accumulation of Sick Leave.** ~~Effective July 1, 2015, Services As Needed employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) shall receive 24 hours of sick leave with pay entitlement. Any unused sick leave shall be removed effective December 31, 2015. Beginning calendar year 2016, eligible employees shall receive 24 hours credited to the employee's balance in the pay period containing January 1, 2016, and every pay period containing January 1 thereafter. Each calendar year, in the pay period containing January 1, SAN employees shall receive forty (40) hours of sick leave credited to their balance.~~ Employees hired after the pay period containing January 1 shall receive forty (24-40) hours of sick leave credited to ~~the employee's~~their balance in the first pay period ~~upon employment~~following their date of hire. Any unused sick leave will be removed effective December 31 of each calendar year, ~~2016, and every December 31 thereafter.~~
3. **Employee/Family Sick Leave.** Beginning on the 90th day of employment, ~~Services-As-Needed~~SAN employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) are eligible to use, in each calendar year, three (3) days of accumulated sick leave to attend to the employee's illness or that of an immediate family member who are ill or injured and/or to obtain or attempt to obtain any relief to help ensure the health, safety, or welfare of themselves or their child(ren) when the employee is a victim of domestic violence, sexual assault or stalking. For the purpose of this subsection "immediate family" means:

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- Parent (biological, adoptive, foster-parent, step-parent, grand-parent or legal guardian of an employee or the employee's spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State) or a person who stood in loco parentis when the employee was a minor child);
- Spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State);
- Child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis);
- Sibling; and
- ~~Effective January 1, 2023, an "immediate family" member also includes a~~ "designated person". ~~The~~ whom the employee shall identify ~~their "designated person"~~ at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

4. Restoration of Cumulative ~~S~~sick Leave Balances – Services-As-Needed Employees. Any ~~Services-As-Needed~~SAN employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), who separate from the County and are reinstated/rehired by the County within the calendar year in which they leave, shall have previously accrued and unused paid sick days reinstated up to a maximum of ~~24~~40 hours. The employee shall be entitled to use the previously accrued and unused paid sick days as stated above.

11.M. INDUSTRIAL SICK LEAVE BENEFIT. If an employee is incapacitated by sickness or injury received in the course of employment by the County, such employee shall be entitled to pay as provided herein.

1. Employees Excluded. The provisions of this subsection do not apply to safety members who are subject to the provisions of California Labor Code Section 4850 and all incumbents of positions in classes designated ~~Services-As-Needed~~SAN or by the letter N.

2. Amount and Duration of Payment.

~~a.~~ a. Full-time employees. For any injury that is approved by the County such employees shall be entitled to ~~receive industrial sick leave~~ wage continuation commencing with the fourth (4th) calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between seventy-five percent (75%) of the employee's ~~normal~~gross salary and the amount of any Worker's Compensation temporary disability payments to which such employee is entitled during such disability. This period shall not exceed two hundred seventy (270) calendar days from the date of ~~sickness-illness~~ or injury resulting in the ~~disability~~incapacity.

~~a.b.~~ Use of Accrued Leave After 270 Calendar Days. Following two hundred seventy (270) calendar days from the date of illness or injury, employees may available-leave balances may be granted to supplement their temporary disability payments to provide the disabled employee with their accrued paid leave up to no more than seventy-five percent (75%) of their normal-gross salary. ~~received at the time of the injury.~~ Available leave balances shall include sick leave, vacation leave, ~~compensating~~compensatory time off, floating holidays, and holiday in-lieu time.

b.c. Waiting Period. In the event that the period of the incapacity exceeds fourteen (14) calendar days, the employee so incapacitated shall be granted industrial sick leave wage continuation at the rate of one hundred percent (100%) of the employee's ~~normal gross~~ salary for the first three (3) calendar days of such incapacity. If the period of the incapacity does not exceed fourteen (14) calendar days, the employee so incapacitated will be eligible to receive any available leave balance ~~for scheduled workdays~~ for the first three (3) workdays of such incapacity.

b. Part-time employees. Subsection 11.M.2.a. (Full-time employees) above applies to part-time employees but shall be on a prorated basis.

3. When Payments Shall be Denied. Payments shall not be made pursuant to subsection 11.M.2. (Amount and Duration of Payment) to an employee:

- a. Who does not apply for or who does not receive temporary disability benefits under the Worker's Compensation Law;¹⁷
- b. Whose injury or illness has become permanent, and stationary;¹⁷
- c. Whose injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to return to work in the employee's usual and customary position, and the employee has been declared a "Qualified Injured Worker" ("QIW") or "Maximum Medical Improvement" (MMI) and referred to vocational rehabilitation;¹⁷
- d. Who is retired on permanent disability and/or disability retirement pension;¹⁷
- e. Who unreasonably refuses to accept other County employment for which the employee is not substantially disabled;¹⁷
- f. Whose injury or illness is the result of failure to observe County health or safety regulations or the commission of a criminal offense;¹⁷
- g. Whose injury or illness has been aggravated or delayed in healing by reasons of the failure of the employee to have received medical treatment or to have followed medical advice, except where such treatment or advice has not been sought or followed by reason of the religious beliefs of the employee;¹⁷ and/or
- h. Whose injury or illness is a recurrence or reinjury of an earlier job-related injury or illness, or is contributed to by a susceptibility or predisposition to such injury or illness related to an earlier job-related injury or illness.

4. Fringe Benefit Entitlement During Industrial ~~Injury-Sick~~ Leave. Employees ~~receiving who receive~~ Workers' Compensation temporary disability benefits and supplementing ~~such those payments-benefits~~ with the full amount of accrued paid leave or industrial sick leave wage continuation up to seventy five percent (75%) of their gross salary shall maintain and accrue all the same benefits (i.e. County contribution towards medical and dental insurance premiums, share the savings, basic life insurance, and full vacation and sick leave accrual) ~~to which they are entitled provided~~ under this MOU ~~at one hundred percent (100%) of their regularly scheduled biweekly hours that the employee was entitled to~~ immediately preceding an industrial illness or injury.

This benefit shall be administered in accordance with State Worker's Compensation laws.

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5. Leave for Medical Treatment. Employees with an approved Workers' Compensation claim who have returned to work and are required by their physician to undergo therapy, diagnostic tests or treatment due to an industrial injury/illness shall receive Industrial Leave with pay under the following conditions:

- a. Treatments are being paid under Workers' Compensation;
- b. The therapy diagnostic tests or treatment falls within the employee's normal working hours;
- c. The leave applies only to the actual treatment time and reasonable travel time Effective two (2) pay periods following adoption, reasonable travel time shall be grant to and from the medical facility. Such leave shall be granted for a maximum eligibility period for up to six (6) months from the date of injury or illness or the employee is declared permanent and stationary, whichever is earlier. In no event shall leave under this subsection and the employee's actual work time exceed the employee's normally scheduled workday.

11.N. SERVICES-AS-NEEDED AND N-DESIGNATED CLASSIFICATIONS: HEALTH AND DENTAL ENTITLEMENT. Employees in classes designated Services-As-Needed or by the letter "N" who are absent from work due to an industrial injury or illness, who had been receiving health and dental benefits, and who would otherwise have worked and continued to receive such benefits but for the industrial illness or injury, shall continue to be eligible to receive health and dental benefits at the same level and as set forth in Section 14. (Medical and Dental Plans).

TENTATIVE AGREEMENT

For the County:

Keith Fleming 2/26/2026
 Keith Fleming Date

For Union:

Nato Green 3/4/2026
 Nato Green Date

Proposal Chronology:

Date	Note
12/10/25	Passed CP #10 to SEIU
02/26/26	Tentative Agreement.

**2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Add cleanup to subsection 6.B. (Workday and Workweek) and include reference to employees with alternate biweekly work schedules.

SECTION 6. HOURS OF WORK, SHIFTS, SCHEDULES, AND REST PERIODS

...

6.B. WORKDAY AND WORKWEEK. ~~except as provided in subsections 7.G. (Information Technology Department), 7.H. (Social Services Agency), 7.I. (Probation Department), 7.J. (Community Development Agency), 7.K. (Registrar of Voters Department), 7.L. (Public Works Agency), 7.M. (Office of Assessor), 7.N. (Treasurer Tax Collector), 7.O. (Library Department), 7.P. (Health Care Services Agency), 7.Q. (Alameda County Employees' Retirement Association), 7.R. (Sheriff's Department) and 7.S. (Auditor/Controller Agency) hereof, the following shall apply:~~

1. **Full-Time Employees.** ~~For each full-time employees who works 7.5-hours or 8-hours per day, the normal-regular workweek shall be thirty-seven and one-half (37.5) or 40 hours, respectively.~~

2. ~~For each full-time employee who works 8 hours per day, the normal workweek shall be forty (40) hours.~~

~~3. **Part-Time and Services-As-Needed (SAN) Employees.** For each part-time and SAN employees, the workday and/or workweek will be determined by the Agency/Department Head. The assigned schedule shall be based on the proration or as-needed application of workday and/or workweek will be a proration of time scheduled to work to the normal regular thirty-seven and one-half (37.5) or forty (40) hour workweek base as designated for the employee's classification enumerated in the Appendix A, which shall constitute the "workweek base" for purposes of this section.~~

~~4. For Services As Needed employees, the workweek is scheduled on an as-needed basis as determined by the Agency/Department Head, with the workweek base being thirty seven and one half (37.5) or forty (40) hours as designated for the employee's classification in Appendix A.~~

~~53. For part-time and Services As Needed employees, the "workweek base," as used herein, shall mean an amount of hours in a workweek which are equivalent to the full time hours listed for classifications as enumerated in Appendix A.~~

~~6. **Alternate Biweekly Work Schedules.** In accordance with an established agency/department alternative work or flexible schedule policy or program, the Agency/Department Head (or designee) may authorize fixed flexible biweekly work schedules for designated classifications or positions, subject to operational needs. Employees must meet their agency/department flextime or alternate work schedule program requirements to be eligible for consideration to work said flextime or alternate work schedule in accordance with their agency/departmental guidelines. Employees should contact their agency/department human resources for additional information.~~

TA to UP1 to CP: 5ATo Union: 1/29/2026

- a. **Fair Labor Standards Act (FLSA) Limitations for Non-Exempt Employees.** Employees who are covered by the overtime provisions of the FLSA shall not be assigned a fixed biweekly work schedule that results in regularly working more than 40-hours in any workweek.

...

6.D. REST PERIODS. No wage deduction shall be made, nor time off charged against employees taking authorized rest periods, nor shall any right to overtime be accrued for rest periods not taken. There is no obligation upon the County to provide facilities for refreshments during the rest period, or for procurement thereof.

1. All Employees Other than Video Display Screen Users. Each employee shall be granted a rest period of fifteen (15) minutes during each work period of more than three (3) hours duration; provided, however, that rest periods are not scheduled during the first or last hour of such period of work.

2. Employees Using Video Display Screens. In lieu of subsection 6.D.1. above, employees who operate video display equipment which requires continuous viewing of a video screen for more than two (2) consecutive hours in a day shall be granted rest periods of ten (10) minutes in each hour of such assignment; provided, however, that a rest period is not scheduled during the last hour of an employee's scheduled workday. Occasional use of the telephone or services-as-needed public contact not related to the video display equipment of less than five (5) minutes duration per hour is not inconsistent with the meaning of "continuous viewing" as stated herein. Employees described herein may alternatively select to schedule rest periods as described in subsection 6.D.1. above instead of the rest periods described in subsection 6.D.2.

TENTATIVE AGREEMENT

For the County:

DocuSigned by:

Keith Fleming

1/29/2026

109EB3705810241D...

Keith Fleming

Date

For SEIU Local 1021:

DocuSigned by:

Nato Green

1/29/2026

D48C50B94567484...

Nato Green

Date

Proposal Chronology:

Date	Note
10/16/25	CP #5 Passed to SEIU
12/10/25	CP #5A Passed to SEIU
1/20/26	UC1 to UP#5A from SEIU
1/29/26	TA to UC1 to UP#5A

TA to CP#: 6BTo Union: 4/23/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Maintain changes in CP #6A; maintain cash or CTO at the option of the Agency/Dept Head; minor cleanup; reject keeping SSA language re: holidays.

SECTION 7. OVERTIME

7.A. HOW OVERTIME IS AUTHORIZED. Work ~~for the County performed~~ by an employee at times other than those scheduled pursuant to subsection 6.A. (Work Schedule and Change of Shift) ~~shall must~~ be approved in advance and in writing by the Agency/Department Head ~~or designee, or in In~~ cases of unanticipated emergency, ~~shall be approved by the Agency/Department Head, approval may be granted~~ after such emergency work is performed. No employee shall perform overtime work unless such overtime work has been ~~approved by the Agency/Department Head or designee~~ authorized in accordance with this subsection.

7.B. OVERTIME WORK DEFINED. Overtime work ~~shall be is~~ defined as all hours worked performed in a workweek, authorized pursuant to subsection 7.A. (How Overtime is Authorized), ~~that exceed of this Section 7. (Overtime) in excess of the normal regular~~ full-time workweek for the ~~job employee's~~ classification. Holidays ~~which that~~ fall on an employee's regularly scheduled day off ~~and p shall not count towards the accumulation of the workweek. Holidays worked, holidays which fall on an employee's regularly scheduled workday and paid time off shall count toward the accumulation of the workweek. Effective March 13, 2016, paid vacation, sick leave or and~~ holiday leave shall not count towards the accumulation of the workweek.

7.C. RATES DEFINED.

1. ~~For the purposes of this subsection, the hourly rate shall be defined as follows~~ Definition of Hourly Rate:

a. For employees ~~working assigned to~~ a thirty-seven and one-half (37.5) hour regular workweek ~~(or workweek base) or thirty-seven and one-half (37.5) hour workweek base or a forty (40) hour workweek (or workweek base)~~, the hourly rate shall be the biweekly rate divided by seventy-five (75) ~~or eighty (80), respectively.~~

~~b. For employees working a forty (40) hour workweek, or forty (40) hour workweek base, the hourly rate shall be the biweekly rate divided by eighty (80).~~

~~cb.~~ For employees ~~working paid~~ on an hourly or daily rate basis, the applicable hourly or daily rate is ~~reflected listed~~ in the Appendices attached hereto.

~~d. For employees working on a daily rate basis, the daily rate is reflected in Appendices attached hereto.~~

2. Definition of Fair Labor Standards Act (FLSA) Regular Rate. For purposes of this subsection, the ~~Fair Labor Standards Act (FLSA)~~ regular rate shall ~~be consist of~~ defined as follows:

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~~An employee's regular rate shall include in addition to their the~~ hourly rate as defined in subsection 7.C.1., plus any applicable salary ordinance footnote(s) and any applicable premium payments pursuant to Section 12. (Premium Conditions), subsection 13.A. (For Standby Duty) and subsection 13.C. (For Temporary Assignment to a Higher-Level Position) of this MOU.

7.D. OVERTIME PAYMENT. Employees shall be compensated for overtime work either in cash or in compensatory time at the option of the Agency/Department Head as follows and consistent with subsection 7.F. (When Compensatory Time Off May Be Taken or Paid) herein:

1. For classifications with a thirty-seven and one-half (37.5) hour workweek ~~(or a thirty-seven and one-half (37.5) hour workweek base)~~ or forty (40) hour workweek (or workweek base), employees shall be compensated at time and one-half (1/2) for all time worked in excess of thirty-seven and one-half (37.5) or forty (40) hours, respectively.

~~2. For classifications with a forty (40) hour workweek or a forty (40) hour workweek base, excluding employees in classifications enumerated in Appendix D (Part Time and Services As Needed Registered Nurses Classifications), employees shall be compensated at time and one-half (1.5) for all time worked in excess of forty (40) hours.~~

2. Employees who are approved for an alternate biweekly work schedule shall be compensated at time and one-half (1/2) for all time worked in excess of approved established fixed biweekly schedule for that workweek (e.g., an employee who regularly works 75 hours in a pay period is eligible for overtime compensation for hours beyond 35 or 40 in the respective week, based on their flexible schedule).

3. The method of compensation for cash payment of overtime worked shall be as follows:

a. Employees covered by the overtime provisions of the FLSA shall be paid time and one-half (1.5) for overtime worked as provided in subsection 7.D. (Overtime Payment) based on the hourly rate defined in subsection 7.C.1 provided, however, that time and one-half (1.5) the employee's FLSA regular rate defined in subsection 7.C.2. (Definition of Fair Labor Standards Act (FLSA) Regular Rate) shall be paid for all actual hours worked in excess of forty (40) hours (excluding holidays and paid leave time) in an employee's designated workweek.

b. Employees exempt from the overtime provisions of the FLSA shall be paid time and one-half (1.5) for all overtime worked as provided in subsection 7.D. (Overtime Payment) based on the hourly rate defined in subsection 7.C.1. (Definition of Hourly Rate).

4. There shall be no overtime payment unless the employee has actually worked over thirty-seven and one-half (37.5) or forty (40) hours during said workweek.

5. For employees in classifications enumerated in Appendix D (Part-Time and Services-As-Needed Registered Nurses Classifications) and the classification of Licensed Vocational Nurse SAN (5420N), flextime schedules requiring an employee to work in excess of eight (8) hours in any one (1) workday, excluding meal period, or in excess of eight (8) hours in consecutive time, excluding meal period, shall be exempted from the provision requiring overtime compensation after eight (8) hours in a workday.

7.E. WHEN OVERTIME SHALL BE PAID. Compensation for overtime work shall be paid not later than the completion of the pay period ~~next~~ succeeding the pay period in which such overtime was earned.

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7.F. WHEN COMPENSATORY TIME OFF MAY BE TAKEN OR PAID. Compensatory time off earned ~~on or after April 15, 1986~~ may be accrued to a maximum of eighty (80) hours, and any employee who has accumulated eighty (80) hours of compensatory time off shall be paid in cash for all subsequent overtime worked until such time as the employee's compensatory time off balance is reduced below 80 hours. Notwithstanding the foregoing, an employee may exceed the 80-hour maximum when an emergency or other unusual circumstance exists and the Agency/Department has obtained approval ~~of from~~ the County Administrator's Office to grant compensatory time off in excess of 80-hours.

Scheduling of compensatory time off shall be by mutual agreement of the employee and the Agency/Department Head provided that the Agency/Department Head may require that an employee adjust their workweek in order to avoid overtime penalties.

An employee covered by the overtime provisions of the FLSA who has accrued compensatory time off in accordance with this subsection shall upon separation from County service be paid for unused compensatory time off at a rate of compensation not less than the average regular rate, as defined above, received by such employee during the last three (3) years of employment or the final regular rate received by such employee, whichever is higher. An employee shall be paid off for any unused compensatory time off, upon resignation/reinstatement, transfer from a regular position to a an SAN position, appointment outside of the bargaining unit, or transfer to another agency/department. An employee shall be paid off for any unused compensatory time off prior to appointment from an FLSA non-exempt position to an FLSA exempt position.

An employee who is exempt from the overtime provisions of the FLSA who has accrued compensatory time off in accordance with this subsection shall, upon separation from County service, be paid for unused compensatory time off at the employee's biweekly or hourly rate for each classification as set forth in Appendix A (Classification Listings).

7.G. DAYLIGHT SAVING TIME. All employees working during the time daylight saving time transitions shall be paid for actual time worked and in accordance with Section 7. (Overtime) and its provision.

1. Spring Daylight Saving Time – Employees working during the daylight savings time transition, shall work their full shift and, with advance notice to the supervisor, work an additional hour or take compensatory time off, vacation, in-lieu holiday, or floating holiday, at the employee's option to meet the full shift hours for the schedule.
- 4.2. Fall Daylight Saving Time – Employees working during the daylight savings time transition shall be paid for the actual hours worked for that shift. The additional hour worked shall be paid in accordance with Section 7. (Overtime) and its provisions.

~~7.G. BIWEEKLY WORK SCHEDULES.~~

~~1. Information Technology Department.~~ Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which an employee working in the Information Technology Department and the Director of Information Technology agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one-half (37.5) hour workweek, is scheduled to work thirty-five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a forty (40) hour workweek, is scheduled to work thirty-five (35) hours in one week and forty-five (45) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty-five/thirty-five (35/35) hours or forty/forty-five (40/45) hours. Information Technology Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half/eight (7.5/8) hours off with

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~~pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one half/eight (7.5/8) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director of Information Technology shall, at their discretion determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

~~**2. Social Services Agency.** Notwithstanding subsection 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of the MOU, in those cases in which a non-exempt employee (not eligible for schedule B) working in the Social Services Agency and the Director of the Social Services Agency agree to a fixed flexible biweekly work schedule under which a non-exempt employee who would normally be subject to a thirty-seven and one half (37.5) hour week is scheduled to work forty (40) hours in one week and thirty five (35) hours the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of forty (40) hours or thirty five (35) hours. In those cases in which an exempt employee working in the Social Services Agency and the Director of the Social Services Agency agree to a fixed flexible work schedule under which an exempt employee who would normally be subject to a thirty-seven and one half (37.5) hour week is scheduled to work forty-two and one half (42.5) hours in one week and thirty-two and one half (32.5) hours the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation for the time worked in excess of the scheduled workweek of forty-two and one half (42.5) hours and thirty-two and one half (32.5) hours. Social Services Agency employees who are subject to the foregoing flexible work schedules shall not be entitled to more than seven and one half (7.5) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls, the difference between seven and one half (7.5) hours and the length of the workday in which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation if he/she is approved to work said holiday makeup hours, rather than take vacation or compensatory time.~~

~~**3. Probation Department.** Notwithstanding subsection 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which an employee working in the Probation Department and the Chief Probation Officer agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one half (37.5) hour workweek, is scheduled to work thirty-five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty-five (35) hours or forty (40) hours. Probation Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one half (7.5) hours off with pay on paid holidays and shall be required to makeup during the pay period in which the holiday falls the difference between seven and one half (7.5) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Chief Probation Officer shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

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- 4. ~~Community Development Agency.~~** ~~Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of the MOU, in those cases in which an employee working in the Community Development Agency and the Director, Community Development Agency agree to a flexible biweekly work schedule under which an employee, who would normally be subject to a thirty seven and one half (37.5) hour workweek, is scheduled to work forty (40) hours in one week and thirty five (35) hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a forty (40) hour workweek, is scheduled to work thirty-five (35) or thirty-six (36) hours in one week and forty-four (44) or forty-five (45) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty-five (35) or thirty-five/thirty-six (35/36) hours and forty (40) or forty-four/fifty-five (44/45) hours. Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half/eight (7.5/8) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one-half/eight (7.5/8) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director, Community Development Agency shall, in his discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~
- 5. ~~Registrar of Voters Department.~~** ~~Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of the MOU, in those cases in which an employee working in the Registrar of Voters Department and the Registrar of Voters agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty seven and one half (37.5) hour workweek, is scheduled to work thirty five (35) hours in one week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for time worked in excess of the scheduled workweek of thirty five (35) hours and forty (40) hours. Registrar of Voters Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one half (7.5) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one half (7.5) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Registrar of Voters may at their discretion suspend flextime during peak workload periods. The Registrar of Voters shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~
- 6. ~~Public Works Agency.~~** ~~Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which an employee in the Public Works Agency and the Director of Public Works agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty seven and one half (37.5) hour workweek, is scheduled to work thirty five (35) hours in one week and forty (40) hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a forty (40) hour workweek, is scheduled to work thirty five (35) or thirty six (36) hours in one (1) week and forty four (44) or forty five (45)~~

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~~hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty-five (35) or thirty-five/thirty-six (35/36) hours and forty (40) or forty-four/forty-five (44/45) hours. Public Works Agency employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half/eight (7.5/8) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one-half/eight (7.5/8) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.~~

~~**7. Office of Assessor.** Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which an employee in the Office of Assessor and the Assessor agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one-half (37.5) hour workweek, is scheduled to work thirty-five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty-five (35) or forty (40) hours. Employees of the Office of Assessor who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half (7.5) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one-half (7.5) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.~~

~~The Assessor shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule, after meeting and conferring with the Union.~~

~~The Assessor also retains the right, upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

~~**8. Treasurer-Tax Collector.** Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases which an employee working in the Treasurer-Tax Collector's Office and the Treasurer-Tax Collector agree to a fixed biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one-half (37.5) hour work week, is scheduled to work thirty-five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of thirty-five (35) hours or forty (40) hours. Treasurer-Tax Collector employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half (7.5) hours off with pay on paid holidays and shall be required to makeup during the week in which the holiday falls the difference between seven and one-half (7.5) hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Treasurer-Tax Collector shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

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~~9. **Library Department.** Notwithstanding Section 7.B (Overtime Work Defined) and 7.C (Rates Defined) of the MOU, in those cases in which an employee working in the Library Department agrees to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one-half (37.5) hour workweek, is scheduled to work thirty-five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible to overtime compensation shall be entitled to such compensation only for time worked in excess of the scheduled workweek of thirty-five (35) and forty (40) hours, Library Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half (7.5) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one-half (7.5) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The County Librarian shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or eliminate the program in its entirety.~~

~~10. **Health Care Services Agency.**~~

~~a. **Behavioral Health Care Services Department.** Notwithstanding Section 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which a non-exempt employee (not eligible for schedule B contained within the Alameda County Health Care Services Agency's Behavioral Health Care Services Flextime Guidelines implemented October 20, 1996) working in the Behavioral Health Care Services Department and the Director of Behavioral Health Care Services agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one-half (37.5) hour workweek, is scheduled to work thirty-five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to either a thirty-seven and one-half (37.5) or forty (40) hour workweek, and is scheduled to work thirty-five (35) hours in one week and either forty (40) or forty-five (45) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of thirty-five/thirty-six (35/36) hours in one week or forty/forty-five (40/45) hours in the other week.~~

~~In those cases in which an exempt employee working in the Behavioral Health Care Services Department and the Director of Behavioral Health Care Services agree to a fixed flexible work schedule under which an exempt employee who would normally be subject to a thirty-seven and one-half (37.5) hour week is scheduled to work forty-two and one-half (42.5) hours in one (1) week and thirty-two and one-half (32.5) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation for the time worked in excess of the scheduled workweek of forty-two and one-half (42.5) hours and thirty-two and one-half (32.5) hours.~~

~~Behavioral Health Care Services Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one-half/eight (7.5/8) hours off with pay on paid holidays and shall be required to makeup during the work week in which the holiday falls the difference between seven and one-half/eight (7.5/8) hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director of Behavioral Health Care Services shall, at~~

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~~their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

~~**b. Public Health Department.** Notwithstanding subsection 7.B. and 7.C. of this Memorandum of Understanding, in those cases in which a non-exempt employee working in the Public Health Department and the Director of Public Health agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty seven and one half (37.5) hour workweek, is scheduled to work thirty five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FL5A overtime provisions who would normally be subject to either a thirty seven and one half (37.5) or forty (40) hour workweek, and is scheduled to work thirty five (35) hours in one (1) week and either forty (40) or up to forty five (45) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of the fixed flex schedule hours in one (1) week or the fixed flex schedule hours in the other week.~~

~~Public Health Department employees who are subject to a flexible work schedule shall not be entitled to more than seven and one half/eight (7.5/8) hours off with pay on paid holidays and shall be required to makeup during the work week in which the holiday falls the difference between seven and one half/eight (7.5/8) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours.~~

~~**110. Alameda County Employees' Retirement Association (ACERA).** Notwithstanding subsections 7.B (Overtime Work Defined) and 7.C. (Rates Defined) of the MOU, in those cases in which an employee in ACERA and the General Manager of ACERA agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty seven and one half (37.5) hour workweek, is scheduled to work thirty five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of thirty five (35) and forty (40) hours.~~

~~Employees of the Retirement Association who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one half (7.5) hours off with pay on paid holiday and shall be required to makeup during the workweek in which the holiday falls, the difference between seven and one half (7.5) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.~~

~~The General Manager shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule. The General Manager also retains the right, upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

~~**121. Sheriff's Department.** Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of the MOU, in those cases in which an employee working in the Civil Section of the Sheriff's Department agree to a fixed flextime biweekly work schedule of a four (4) day thirty seven and one half (37.5) hour work week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time~~

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~~worked in excess of the scheduled workweek of thirty seven and one half (37.5) hours. In a week where there is a County Holiday, flextime will be suspended and all employees will revert to a regular schedule. The Sheriff or designee retains the right, upon appropriate notice to the Union and after meeting and conferring, if requested by the Union, to make changes in and/or eliminate the program in its entirety.~~

~~The Sheriff shall, at their discretion, determine which, if any, unit(s) and which, if any, classifications and positions within the unit(s) shall be eligible for the flexible biweekly work schedule, after meeting and conferring with the Union.~~

~~**123. Sheriff's Department Payroll Unit.** Effective pay period beginning September 14, 2014, notwithstanding Sections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which an employee in the Sheriff's Office payroll unit agrees to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one half (37.5) hour workweek, is scheduled to work thirty five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty five (35) or forty (40) hours. In a week where there is a County Holiday, flextime will be suspended and all employees will revert to a regular schedule.~~

~~**134. Auditor-Controller Agency.** Notwithstanding subsections 7.B. (Overtime Work Defined) and 7.C. (Rates Defined) of this MOU, in those cases in which an employee in the Auditor-Controller Agency agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a thirty-seven and one half (37.5) hour workweek, is scheduled to work thirty five (35) hours in one (1) week and forty (40) hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of thirty five (35) or forty (40) hours. Employees of the Auditor-Controller Agency who are subject to the foregoing flexible work schedule shall not be entitled to more than seven and one half (7.5) hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between seven and one half (7.5) hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.~~

~~The Auditor-Controller/Clerk-Recorder shall, at their discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule, and retains the right, upon appropriate notice to the Union and after meeting and conferring, if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.~~

TENTATIVE AGREEMENT

For the County:

Signed by:

4/23/2026

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Jeff Bailey

Date

For Union:

DocuSigned by:

4/23/2026

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Nato Green

Date

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Date	Note
12/10/25	CP #6 Passed to SEIU
1/20/26	UC1 to CP #6 to County
3/3/26	CP #6A Passed to SEIU
4/16/26	UC1 to CP #6A to County
4/21/26	CP #6B Passed to SEIU
4/23/26	Tentative Agreement

TA to: CP #13To Union: 9/18/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Withdraw the increase to the medical premium cost share for the employee from 12% to 15% effective Plan Year 2027; Update to standardize language, reflect current plan options and status quo for benefits administration.

SECTION 14. MEDICAL AND DENTAL PLANS HEALTH AND WELFARE

14.A. MEDICAL PLANS. The County offers Health Maintenance Organization ("HMO") medical plan options and a Preferred Provider Organization ("PPO")/Indemnity medical plan. Alternative plan options listed in subsection 14.A.3. (Duplicate Coverage) apply to employees who receive alternate coverage through the County. Employees who are regularly scheduled to work at least fifty percent (50%) of the normal full-time biweekly pay period for their classification, shall be entitled to elect coverage from the available options.

The County and covered employees share the cost of medical premiums as ~~provided in subsection 14.A.1. (Payment of Premiums) below follows:~~

1. Payment for Premiums.

~~a. a. — Plan Year 2022. For the plan year beginning February 1, 2022 through the remaining term of the MOU, the County shall contribute eighty-eight percent (88%) of the total monthly premium of an HMO plan or eighty-eight percent (88%) of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.~~

~~b. Plan Year 2027. For the plan year beginning February 1, 2027 through the remaining term of the MOU, the County shall contribute eighty-five percent (85%) of the total monthly premium of an HMO plan or eighty-five percent (85%) of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.~~

~~c. 2. Proration. The County contribution (in subsection 14.A.1. (Payment of Premiums)) herein shall be prorated in accordance with subsection 14.G.1. (Proration of County Contributions and Stipends), below, each pay period based upon a proportion of hours the employee is on paid status (excluding vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan), which do not count as hours in paid status) within that biweekly pay period to the normal full-time biweekly pay period for the job classification, and, provided further that the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying one hundred percent (100%) for the semi-monthly medical premium for the benefit.~~

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~~3. **Duplicative Coverage.** This subsection applies to married County employees, employees in domestic partnerships (as defined in Appendix E—Domestic Partners), and employees in parent-young adult dependent ("YAD") relationships where the YAD employee is under age 26, when both parties are employed by the County. The intent of this subsection is to limit County employees from both covering each other or having duplicate coverage within the same medical plan.~~

~~Married County employees and employees in domestic partnerships, who are both employed by the County, shall be entitled to one (1) choice from the following list of Medical Plan coverages:~~

- ~~a. Up to one (1) full family HMO membership,~~
- ~~b. Up to one (1) full family PPO/Indemnity membership,~~
- ~~c. Up to one (1) full family HMO membership with up to one (1) full family PPO/Indemnity membership,~~
- ~~d. Up to one (1) full family PPO/Indemnity membership with up to one (1) full family PPO/Spousal membership,~~
- ~~e. Up to one (1) full family HMO membership with up to one (1) full family alternative HMO membership.~~

~~For any count employee in a YAD relationship, the YAD employee cannot have duplicate coverage within the same plan as the parent employee. If the parent employee has the YAD employee on a family plan, the YAD employee cannot select individual coverage on the same HMO plan as the parent employee.~~

~~4. **Effect of Leave Without Pay and Re-Enrollment.** Employees on leave without pay (including vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan)) during a pay period that the semi-monthly medical premium is paid shall have their County contribution toward contribution towards their medical premium prorated as provided in subsection 14.A.2. (Proration). Employees may elect to continue uninterrupted medical coverage for the duration of their leave without pay by paying 100% of their current plan medical premiums or enroll in and pay 100% of the premiums of a lower level of medical plan coverage while on leave without pay. Employees who elect to enroll in and pay for a lower level of medical plan coverage while on leave without pay shall maintain the same lower level of coverage through the duration of the Plan Year and may only restore to their prior level of coverage medical plan during Open Enrollment.~~

~~Failure to pay the premiums will result in a lapse in coverage. Any employee who is on leave without pay, and who loses their medical plan coverage for three (3) months or less, shall be allowed to re-enroll as a continuing member in the same plan under which the employee had coverage prior to the leave without pay by completing the appropriate enrollment form within thirty (30) calendar days of the date the employee returns to work. Such employees will be subject to any deductibles, maximums, and waiting periods that are applicable to the plan year in which they return to work. The effective date of coverage will be based on guidelines established by the County.~~

~~Those whose medical plan coverage was allowed to lapse for a duration greater than three (3) months will be able to re-enroll within thirty (30) calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums, and waiting periods.~~

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~~5. **Special Enrollment Due to Change in Status.** Employees who are enrolled in a County sponsored medical plan, and who experience a qualifying event involving a change in status (e.g., marriage, adoption, loss of medical coverage by spouse/domestic partner, or change in job title), must within thirty (30) calendar days of the qualifying event, enroll affected eligible dependents into the County offered medical plans in which the employee is enrolled. An employee who experiences an event that disqualifies a covered dependent from further coverage (e.g., divorce, termination of domestic partnership, etc.) must notify the Employee Benefits Center within thirty (30) calendar days of the disqualifying event and un-enroll the disqualified dependent(s).~~

~~6. **Open Enrollment.** Eligible employees may choose from among any medical plan offered by the County and make benefit election changes during the County's annual Open Enrollment period.~~

14.B. DENTAL PLAN OPTIONS. The County offers both a Dental Health Maintenance Organization ("DHMO") and a dental Preferred Provider Organization ("PPO") dental plan option. Alternative plan options listed in subsection 14.BC.2. (Duplicate Coverage) apply to employees who receive alternate coverage through the County. Employees who are regularly scheduled to work at least fifty percent (50%) of the normal full-time biweekly pay period for their classification, shall be entitled to elect coverage from the available options.

~~1. **Payment of Premiums.** For coverage through the remaining term of this MOU, tThe County shall contribute the total semi-monthly premium for a County-offered dental plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family), provided ~~that the employee meets the eligibility and is on paid status~~ requirements in subsection 14.G.1. (Proration of County Contributions and Stipends), ~~(excluding vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan), which do not count as hours in paid status)~~ at least fifty percent (50%) of the normal full time biweekly pay period for the job classification. ~~If the employee is not in paid status at least fifty percent (50%) of the normal full time biweekly pay period for the job classification, the employee will be responsible for paying the entire semi-monthly dental premium payment for the benefit.~~~~

~~2. a. **Plan Year 2022Maximum Annual Dental Coverage Limit.** Effective plan year 2022, tThe maximum annual dental benefit for each covered individual is one thousand nine hundred dollars (\$1,900).~~

~~2. **Duplicative Coverage.** This subsection applies to married County employees, employees in domestic partnerships (as defined in Appendix E—Domestic Partners), and employees in parent-young adult dependent ("YAD") relationships where the YAD employee is under age 26, when both parties are both employed by the County. The intent of this subsection is to limit County employees from both covering each other or having duplicate coverage within the same dental plan.~~

~~Married County employees and employees in domestic partnerships who are both employed by the County, shall be entitled to one (1) choice from the following list of dental plan coverages:~~

- ~~a. Up to one (1) full family PPO plan together with up to one (1) PPO supplemental plan.~~
- ~~b. Up to one (1) full family PPO plan together with up to one (1) full family DHMO plan.~~
- ~~c. Up to one (1) full family DHMO plan.~~
- ~~d. Up to one (1) full family PPO plan.~~

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~~For County employees in a parent YAD relationship, the YAD employee cannot have duplicative coverage within the same plan as the parent employee if the parent employee has the YAD employee on a family plan.~~

~~3. **Dental Plan Premium Payment on Final Paycheck Before Authorized Leave Without Pay or Employee Separation.** The County shall make a dental plan premium payment on a final paycheck, provided that an employee is on paid status at least one half (1/2) of the scheduled hours in that pay period.~~

~~4. **Effect of Leave Without Pay and Re-Enrollment.** Employees on paid status less than fifty percent (50%) of the normal full-time biweekly pay period due to leave without pay (including vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan)) shall be responsible for one hundred percent (100%) of the semi-monthly dental premium. Failure to pay for the premium will result in a lapse of coverage. Employees on leave without pay, who lose their dental plan coverage for a duration of three (3) months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the leave by completing the appropriate enrollment form within thirty (30) calendar days of the date the employee returns to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County.~~

~~Those employees whose dental plan coverage was allowed to lapse for a duration greater than three (3) months will be able to re-enroll within thirty (30) calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums and waiting periods that are applicable to the plan year in which they reinstate. The effective date of coverage will be based on guidelines established by the County.~~

~~5. **Special Enrollment Due to Change in Status.** To make changes to employee benefits elections outside of the annual open enrollment period for a County-sponsored dental plan, employees must notify the Employee Benefits Center within thirty (30) calendar days of the qualifying event (e.g., marriage, divorce, adoption, loss of dental coverage by a spouse/domestic partner, etc.) involving a change in status as defined by Internal Revenue Code Section 125.~~

~~6. **Open Enrollment.** Eligible employees may choose a dental plan offered by the County and make benefit election changes during the annual Open Enrollment period.~~

14.C. CHANGES IN PROVISIONS APPLICABLE TO MEDICAL AND DENTAL COVERAGE:

1. Benefits Subject to Availability. The foregoing County-offered medical and dental benefit options described above shall be remain available as listed to the extent that the applicable carrier continues to offer them. The County will notify the Union of changes in the availability of any of the above County-offered benefit plans regarding a substitute benefit. If but if a substitute benefit is not possible, as determined by the County, the parties will meet and confer regarding the impact of such benefit changes on matters within the scope of representation. Within seven (7) days of receiving after its receipt of such notice, the Union may request to meet and confer regarding the impact of the change, on matters within the scope of representation. Such notice shall be in writing and delivered to the County's Labor Relations Manager.

The parties agree that the County may make changes during the term of the MOU to the Medical and Dental Plans which do not materially impact the health benefits upon notice to the Union. Within seven (7) days of receiving such notice the Union may request to meet with the County.

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The parties agree that the MOU shall be reopened on notice to the Union to discuss possible changes in the medical and dental plan design.

2. Duplicate Coverage. This subsection applies to married County employees, employees in domestic partnerships (as defined in Appendix B – Domestic Partners) and employees in parent-young adult dependent (YAD) relationships where the YAD employee is under age twenty-six (26), when both parties are employed by the County. The intent of this subsection is to limit County employees from both covering each other within the same medical or dental plan.

a. Medical Plan Coverage. Married County employees or employees in domestic partnerships, who are both employed by the County, shall be entitled to one (1) choice from the following list of Medical Plan coverages:

- Up to one (1) full family PPO or Indemnity plan.
- Up to one (1) full family HMO plan.
- Up to one (1) full family HMO membership with up to one (1) full family PPO or Indemnity plan.
- Up to one (1) full family HMO plan with up to one (1) full family alternative HMO plan.

For any County employee in a parent-YAD relationship, the YAD employee cannot have duplicate coverage within the same plan as the parent employee. If the parent employee has the YAD employee on a family HMO plan, the YAD employee cannot select individual coverage on the same HMO plan as the parent employee.

b. Dental Plan Coverage. Married County employees and employees in domestic partnerships who are both employed by the County shall be entitled to one (1) choice from the following list of dental plan coverages:

- Up to one (1) full family PPO or Indemnity dental plan together with up to one (1) PPO full family Supplemental dental plan.
- Up to one (1) full family PPO or Indemnity dental plan together with up to one (1) full family DHMO dental plan.
- Up to one (1) full family DHMO dental plan.
- Up to one (1) full family PPO/Indemnity dental plan.

For County employees in a parent-YAD relationship, the YAD employee cannot have duplicate coverage within the same plan as the parent employee if the parent employee has the YAD employee on a family plan.

14.D. SHARE THE SAVINGS PLAN. Employees who are eligible for medical benefits as defined in subsection 14.A. (Medical Plan Coverage) and have alternate medical coverage, are eligible to enroll in the Share the Savings plan if they choose to waive their County-sponsored medical coverage or reduce their applicable level of enrollment (i.e., Self, Self + 1 dependent, Family). The stipend provided by this plan is taxable, payable on a semi-monthly basis, and subject to subsection 14.D.2. (Proration).

1. Tiers and Monthly Stipend. The County's Share the Savings plan tiers and monthly stipend amounts for each eligible employee are as follows:

a. Effective Plan Year 2020:

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Tier	Monthly Stipend
Employees who decline all medical coverage.	\$300.00
Employees who decline Family coverage and elect Single coverage.	\$250.00
Employees who decline Family coverage and elect 2-Party coverage.	\$200.00
Employees who decline 2-Party coverage and elect Single coverage.	\$200.00

2. Proration and Effects of Leave Without Pay. The stipend shall be prorated ~~each pay period based upon a proportion of hours the employee is on paid status (excluding vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan), which do not count as hours in paid status) within that biweekly pay period to the normal full-time biweekly pay period for the job classification. An employee who is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for that classification will not receive the monthly stipend for that biweekly pay period. as provided in subsection 14.G. (Proration and Effects of Leave Without Pay).~~

~~**3. Effects of Leave Without Pay.** Employees on leave without pay (including vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan)) during a pay period that the semi-monthly stipend is paid shall have their stipend prorated as outlined in subsection 14.D.2. (Proration).~~

14.E. CAFETERIA BENEFIT PLAN. Employees ~~shall be~~ eligible to participate in the County's Cafeteria Benefit Plan. The County's Cafeteria Benefit Plan, authorized under Section 125 of the Internal Revenue Service (IRS) Code, was established for the purpose of providing eligible employees the ability to elect pre-tax deductions from salary to the extent permitted by the IRS regulations, to pay for allowable medical and other covered optional benefit expenses. In addition, the County provides employees with a County Allowance (outlined in subsection 14.F. (County Allowance) below) in order to offset the cost related to such eligible benefits.

During the annual Open Enrollment ~~period prior to January 1st or for~~ each new plan year, ~~and or~~ within the first thirty (30) days of employment in the case of a new employee becoming eligible, the employee may allocate from the employee's salary, on a pre-tax basis, an amount to the Health Care FSA. Except as governed by subsection 14.F. (County Allowance) herein, no change may be made in the allocation during the calendar year, and any sums remaining unused at the end of the year, including the employee pre-tax salary contribution amount, shall become County funds.

Reimbursement may be made for qualifying health care expenses within the meaning of Section 213(d) of the Internal Revenue Code (e.g. out-of-pocket medically necessary medical, dental, and vision care expenses, including deductibles and co-insurance payments), provided that such expenses were incurred during the period of coverage and paid for by the employee and eligible family members, and not reimbursed or paid under the employee's medical or dental plans or any other applicable personal or group health care plan. Participating employees must comply with all applicable County administrative procedures.

The remaining County Allowance funds, up to five-hundred dollars (\$500), are automatically deposited into the employee's Health Care Flexible Spending Account (Health Care FSA). In addition, the employee may allocate pre-tax salary contributions towards eligible Health Care and Dependent Care Flexible Spending Accounts. Unallocated and/or unused funds are subject to subsection 14.F.4. (Unallocated and/or Unused Funds).

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14.F. COUNTY ALLOWANCE. To help offset employee costs toward the Cafeteria Benefit Plan (as outlined in subsection 14.E. (Cafeteria Benefit Plan) above), the County provides eligible employees with a County Allowance each calendar year. County contributions are made on a semi-monthly basis and subject to proration (as outlined in subsection 14.F.2. (Proration)).

1. Annual Allowance.

~~Plan Year 2022:~~ The annual County Allowance amount shall be one-thousand two-hundred dollars (\$1,200) per calendar year.

- 2. Proration.** The County Allowance amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the proportion of hours that the employee has been regularly scheduled to work to the normal full-time biweekly pay period for the job classification. Employees who transition from a part-time position to a full-time position in a different job classification or from one (1) representation group to another, shall be entitled to a prorated amount stipulated in subsection 14.F.1. (Annual Allowance) based upon the number of pay periods the employee is regularly scheduled to work on a full-time basis during the remainder of the calendar year. Employees appointed during the last two (2) full pay periods and any following partial pay period prior to December 31, shall not be eligible for plan benefits until the following calendar year.

The County Allowance maximum sum available to an employee who reinstates shall not exceed the annual amount stipulated in subsection 14.F.1. (Annual Allowance) minus the sum of the County Allowance received by the employee during the portion of the calendar year preceding termination.

- 3. Limitation.** Except in the case of a termination, reinstatement or a qualifying change in status event, employees may not make any changes to their County Allowance allocation or Flexible Spending Accounts during the plan year.
- 4. Unallocated and/or Unused Funds.** Failure by employees to allocate their County Allowance to the eligible benefits noted in subsection 14.E. (Cafeteria Benefit Plan) above within the stated timeframe will result in having the unallocated County Allowance funds, up to a maximum of five-hundred dollars (\$500), deposited into the employee's Health Care Flexible Spending Account pursuant to the IRS regulations. Unallocated County Allowance funds exceeding five-hundred dollars (\$500) shall be paid as after-tax earnings on a semi-monthly basis.

Any remaining unspent funds in any of the Flexible Spending Accounts (Health Care, Dependent Care, and/or Adoption Assistance) at the end of the year, including salary contributions, are County funds.

14.G. PRORATION AND EFFECTS OF LEAVE WITHOUT PAY.

- 1. Proration of County Contributions and Stipends.** Unless otherwise provided in this Section, any County contribution or stipend under this Section 14. (Health and Welfare), including but not limited to subsections 14.A., 14.B. and 14.D., shall be prorated each pay period based on the proportion of hours the employee is in paid status during that biweekly pay period, compared to the normal full-time schedule for the job classification.

- a. Vacation purchase hours under subsection 10.M. (Vacation Purchase Plan) do not count as hours in paid status.
- b. To receive a County contribution or stipend, an employee must be in paid status for at least fifty percent (50%) of the normal full-time biweekly pay period.

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c. Employees on paid status less than fifty percent (50%) of the normal full-time biweekly pay period shall be responsible for one hundred percent (100%) of the premium cost for the benefit, or ineligible for the stipend for that pay period, as applicable.

2. Effect of Leave Without Pay. Employees on continuous leave without pay may elect to continue uninterrupted medical or dental coverage for up to nine (9) months by paying one hundred percent (100%) of the premium for their current plan or for a lower level of coverage, consistent with subsection 14.H.1. (Re-Enrollment After Leave or Coverage Lapse).

a. Failure to pay required premiums will result in a lapse in coverage.

i. Employees whose lapse in coverage is three (3) months or less may re-enroll as continuing members in the same plan within thirty (30) calendar days of returning to paid status.

ii. Employees whose lapse in coverage exceeds three (3) months may re-enroll as new participants, subject to applicable waiting periods, deductibles, and plan-year maximums.

14.H. RE-ENROLLMENT AND OPEN ENROLLMENT.

1. Re-Enrollment After Leave or Coverage Lapse

a. Return within Three (3) Months. An employee whose medical or dental coverage lapses for three (3) months or less while on leave without pay may re-enroll as a continuing member in the same plan held prior to the leave by completing the appropriate enrollment form within thirty (30) calendar days of returning to paid status. Such employees are subject to any deductibles, maximums, and waiting periods applicable to the Plan Year in which they return. The effective date of coverage shall follow guidelines established by the County and promulgated by the Employee Benefits Center (EBC).

b. Return After More Than Three (3) Months. An employee whose lapse in coverage exceeds three (3) months may re-enroll within thirty (30) calendar days of returning to work as a new participant, subject to all new-hire eligibility rules, waiting periods, deductibles, and Plan Year maximums.

2. Special Enrollment Due to Change in Status. Employees may make benefit-election changes outside the annual Open Enrollment period when they experience a qualifying event (e.g., marriage, divorce, adoption, loss of coverage by a spouse or domestic partner) as defined by Internal Revenue Code Section 125. Employees must notify the EBC within thirty (30) calendar days of such event.

3. Open Enrollment. Eligible employees may choose among County-offered medical and dental plans and make benefit-election changes during the County's annual Open Enrollment period.

TENTATIVE AGREEMENT

For the County:

For Union:


 Jeff Bailey 9/18/26

 Date


 Peter Masiak 9/18/2026

 Date

Proposal Chronology:

Date	Note
12/10/25	Passed CP #13 to SEIU

TA to: CP #13

To Union: 9/18/2026

Date	Note
9/17/26	County amended CP#13A to SEIU
9/18/26	Tentative Agreement

TA to CC1 to: UP 27To Union: 6/10/2026

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: County counter #1 to UP #27 Catastrophic Sick Leave Program; strike reference to Personal Disability Leave consistent with CP #07; reject deletion that the decision is final and non-grievable; minor clean up language.

SECTION 30. CATASTROPHIC SICK LEAVE PROGRAM

An employee may be eligible to receive donations of paid leave to be included in the employee's sick leave balance if the employee has suffered a catastrophic illness or injury ~~which-that~~ prevents the employee from being able to work. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal or a long-term major physical impairment or disability.

Effective two pay periods following adoption of the MOU by the Board of Supervisors, an employee who is approved for FMLA or CFRA to care for a qualifying dependent with a catastrophic illness or injury that prevents the employee from working shall be eligible to receive direct donations of catastrophic sick leave for use during that leave. Such employees shall not be eligible to access the applicable agency/department existing catastrophic sick leave pool.

Eligibility:

1. The recipient employee, recipient employee's family, or other person designated in writing by the recipient employee must submit a request to the Human Resource Services Department.
2. The recipient employee is not eligible so long as the recipient employee has paid leaves available, however, the request may be initiated prior to the anticipated date leave balances will be exhausted.
3. A medical verification including diagnosis and prognosis must be provided by the recipient employee in a manner that maintains patient confidentiality.
4. A recipient employee is eligible to receive up to one-hundred eighty (180) working days of donated time per employment.
5. Donations shall be made in full-day increments of 7.5/8 hours for full-time employees, and in increments of 3.5/4 hours for less than full-time employees. Employees may donate unlimited amounts of time. All donations are irrevocable. ~~In addition, effective January 1, 1998, employees with vacation balances that exceed the amount that can be paid off, may donate unlimited amounts of vacation to an Agency/Department catastrophic sick leave pool.~~
6. The donor employee may donate vacation, compensatory time or in lieu holiday time ~~which-that~~ shall be converted to the recipient employee's sick leave balance and all sick leave provisions will apply. Time donated in any pay period may be used in the following pay periods. No retroactive donations will be permitted. Effective two pay periods following adoption of the MOU by the Board of Supervisors, when an employee is eligible to receive and use catastrophic sick

TA to CC1 to: UP 27To Union: 6/10/2026

leave to care for a qualifying dependent under this Section, the provisions of subsection 11.K. (Family Sick Leave) shall not apply.

7. The donor's hourly value will be converted to the recipient's hourly value and then added to the recipient's sick leave balance on a dollar-for-dollar basis.
- ~~8. The recipient employee's entitlement to personal disability leave will be reduced by the number of hours added to the recipient's sick leave balance.~~
- ~~98.~~ The determination of the employee's eligibility for Catastrophic Sick Leave donation shall be at the County's sole discretion and shall be final and non-grievable.
- ~~109.~~ Recipient employees who are able to work but are working less than their regular schedule will integrate Catastrophic Sick Leave donations with time worked and their own paid leaves, which must be used first, not to exceed one hundred percent (100%) of the employee's gross salary.

For the County:

Signed by:

Jeff Bailey

6/10/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:

Peter Masiak

6/16/2026

Peter Masiak, SEIU

Date

Proposal Chronology:

Date	Note
1/8/26	UP #27 passed to County
2/10/26	CC1 to UP #27 passed to SEIU
2/19/26	UP #27v2 passed to County
3/19/26	County maintains CC1 to UP #27 passed on 2/10/26

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Disaster Service Worker

Under State law, Title I, Section 3100 of the California Government Code, all government employees are declared Disaster Service Workers ("DSW") who can be called upon in any emergency. This means that City, County, and State employees have a responsibility to help in a disaster. As such, all County of Alameda ("County") employees are designated DSW.

The County and the Service Employees International Union, Local 1021 ("Union"), collectively herein, "Parties" agree to the following:

Within 150-days after the adoption of the January 4, 2026 to **[TBD]** Memorandum of Understanding ("MOU"), the County shall provide release time for up to four (4) Union representatives as part of a Committee to meet at mutually agreeable times and places. The purpose of the Committee is to discuss the framework of employee DSW roles, duties, training, rights, and responsibilities in support of the activities of the County's Emergency Operations Center during a declared emergency and make recommendations for the Director of Human Resource Services to consider when updating the countywide disaster policy. The County shall meet and confer with the Union over any impacts and its effects on working conditions of a decision to implement amendments to the countywide disaster policy.

Committee recommendations, if any, shall be submitted to the Director of Human Resource Services for consideration by or before the end of the term of this Agreement.

For the County:

Signed by:



5/28/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:



6/1/2026

Nato Green, SEIU

Date

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Eligibility Services Technician ("EST") Series Performance Evaluation

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union"), collectively herein "Parties", agree that within 90 days after the adoption of the January 4, 2026 to [TBD] Memorandum of Understanding ("MOU") by the County Board of Supervisors, the County will offer to meet and confer with the Union regarding the impacts of the implementation of the Performance Evaluation for the EST classification series.

During the meet and confer process, the Parties will discuss essential core competencies, e.g., workload, budgeting, customer service, time management, etc., used by ACSSA management to evaluate an EST's job performance.

For the County:

Signed by:

Jeff Bailey

5/28/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:

Nato Green

6/1/2026

Nato Green, SEIU

Date

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Maintain proposal from CP #3A; add language under Section 3. Union Security codifying dues deduction report provided by the Auditor's Office and expanding to include additional data fields.

SECTION 4. UNION BULLETIN BOARD, MEETINGS AND ACCESS TO EMPLOYEES

- 4.A. BULLETIN BOARDS.** Reasonable space shall be allowed on bulletin boards as specified by Agency/Department Heads for use by employees and Union to communicate with agency/departmental employees. Material shall be posted upon the bulletin board space as designated, and not upon walls, doors, file cabinets or any other place. Posted material shall not be obscene, defamatory, or of a partisan political nature, nor shall it pertain to public issues which do not involve the County or its relations with County employees. All posted material shall bear the identity of the sponsor, shall be neatly displayed, and shall be removed when no longer timely. Where an Agency/Department policy permits an employee to post materials in their workplace for their personal convenience, union materials shall be treated on the same basis with other materials so posted.
- 4.B. USE OF COUNTY FACILITIES.** County facilities may be made available upon timely application for use by off-duty employees and the Union. Application for such use shall be made to the management person under whose control the facility is placed.
- 4.C. JOB CONTACTS.** Any authorized representative of the Union shall have the right to contact individual employees working within the representation unit represented by their organization in County facilities during business hours on matters within the scope of representation providing prior arrangements have been made for each such contact with the Agency/Department Head who shall grant permission for such contact, if, in the Agency/Department Head's judgment, it will not disrupt the business of the work unit involved. When contact on the work location is precluded by confidentiality of records, or of work situation, health and safety of employees or the public, or by disturbance to others, the Agency/Department Head shall make other arrangements for a contact location removed from the work area during the same workday or the following workday.
- 4.D. MEETINGS.** Meetings of a representative of a recognized employee organization and a group of employees shall not be permitted during working hours, except as provided herein or in Section 20. (Grievance Procedure). The Agency/Department Head may, upon timely application, allow meetings of a representative and/or a steward of a recognized employee organization and a group of employees during the lunch period in County facilities. If conducting group orientation sessions for new employees, the Agency/Department Head shall permit a union representative or a steward to meet with said new employees for thirty (30) minutes. A steward who attends an orientation session shall be permitted release time for this purpose. No contacts shall be permitted during working hours with employees regarding membership, collection of monies, election of officers, or other similar internal employee organization business.

County Proposal#: 3BTo Union: 5/28/2026

- 4.E. DEPARTMENTAL MEETINGS.** Unless otherwise agreed, representatives or employees of employee organization shall not be permitted to attend meetings or conferences called by agency/departmental personnel to attend to matters arising out of the normal course of agency/departmental activities.

As used herein, agency/departmental meetings shall not include meetings between management and affected employees on matters mutually acknowledged to be submitted under Section 20. (Grievance Procedure).

- 4.F. ACCESS TO RECORDS.** Employees shall be permitted to review their own personnel record. Union representatives shall be permitted to review employee records when accompanied by the employee or upon presentation of a written authorization signed by the employee. The employee or the Union representative when accompanied by the employee or upon presentation of a written authorization signed by the employee may request a copy of the employee's personnel record. The County shall provide one (1) copy of the record without charge. The County may verify any written authorization. Third party reference material shall not be made available.

Letters of reprimand concerning time and attendance will be removed from an employee's official personnel file upon request of the employee after three (3) years, provided the County has not initiated any subsequent corrective action, including counseling, of the employee during the entire three (3) year timeframe. Letters of reprimand concerning all other subjects will be removed from an employee's official personnel file upon request of the employee after five (5) years from the date of the letter, provided the County has not initiated any subsequent corrective action of the employee. All requests must be presented in writing to the Agency/Department Head.

- 4.G. DATA TO UNION.** The County shall, upon request, supply the Union with data processing runs of the names, home and office addresses and Civil Service classifications of all employees in represented units. Such service shall be supplied at no more than cost to the County.

In accordance with the California Public Records Act, Government Code Section 7928.300(a)(3), the County will not disclose any data provided by the County will not include the home addresses and phone numbers of employees performing law enforcement functions. In addition, if the County does not have the home or personal cell phone number or the personal email address on file, this information shall not be provided.

- 4.H. UNION ACCESS TO NEW EMPLOYEE ORIENTATION.** ~~Currently, the Alameda County Human Resource Services ("HRS") Employee Benefits Center ("EBC") coordinates a countywide New Employee Orientation ("NEO") for all new employees hired into the County. The countywide NEO is regularly scheduled on the Friday of the first week of a pay period, from 8:15 a.m. – 1:00 p.m. Moreover, in the event the County provides a special NEO for the Social Services Agency ("SSA"), separate from the countywide regularly scheduled Friday NEO referenced herein, the Union shall have access to that special NEO for SSA.~~

It is the County's policy that NEOs are mandatory for all newly hired employees and that such new employees attend an NEO as promptly as possible after the first day of employment. In the event an employee does not attend the NEO that they were initially scheduled to attend, they will be scheduled to attend the next available NEO.

In accordance with Government Code Sections 3555-3559, the ~~County shall provide the Union access~~ Parties agree to the following to the NEOs as described below:

- 1) Designated Representative: The County shall recognize the designated field representatives as the points of contact for NEO related matters. The Union shall be

County Proposal#: 3BTo Union: 5/28/2026

responsible for updating the County, in writing, of any changes to the designated points of contact.

- 2.) **EBC NEO Schedule:** The County shall provide the Union's designated representatives with a list of the EBC's scheduled NEO dates for the upcoming calendar year, no later than the last full pay period in December of each year. If there are any changes to the scheduled dates, the EBC will notify the Union's designated representatives as soon as possible.
- 3.) **NEO Notification and Employee Information:** The EBC will provide, via email to the Union, a list of new employees, who are represented by their respective bargaining unit and are scheduled to attend the upcoming NEO session. The EBC will also provide the Union a list of employees who have promoted, demoted, reinstated, or transferred into the bargaining unit, but are not scheduled to attend NEO. The list shall be provided no later than the Monday before the scheduled NEO date or as soon as a complete list of new employees is available. A shorter notice may be provided under mitigating circumstances, in which case the EBC will provide the information as soon as possible prior to the NEO date.

In this notification, the EBC will provide, in a sortable electronic format, the name, job title, department, work location, work, home and personal cell phone numbers, home address, work and personal email addresses on file with the County. ~~If the County does not have the home or personal cell phone number or the personal email address on file, this information shall not be provided. In accordance with the California Public Records Act legislation, Section 6254.3(a)(3), the County will not disclose the home addresses and home phone numbers of employees performing law enforcement functions.~~

- 4.) **Presentation Time:** The Union shall be permitted to meet separately with newly hired employees represented by their bargaining unit, and make a presentation of up to (30)-minutes presentation from 8:15 a.m.–8:45 a.m., or as agreed upon otherwise. The EBC will provide a space for the Union representative to meet with the employees during this timeframe. If, for any reason, the Union will not be present for a scheduled NEO presentation, the Union shall notify the County at least ten (10) working days prior to the session.

When presenting in person, the Union Representative shall have the right to utilize the audio-visual equipment. When presenting remotely, the Union Representative shall have the right to present on video, screen-share, utilize the chat function, and link-sharing on chat on any video conferencing software used by the County to conduct the NEO.

County management shall not be present in the room, physical or virtual, during the Union presentation.

- 5.) **Enrollment Forms:** As the custodian of records for Union Membership, the Union will be responsible for distributing and collecting any forms related to membership dues, general assessments and/or payment for any membership benefit program. The County shall maintain the current past practice with regards to the membership forms. Any forms that are submitted directly to the County from an employee shall be forwarded to the applicable employee organization. The Union shall provide ~~to~~ the County a certified list of employees who have authorized a payroll deduction for dues to the Union.
- 6.) **Quarterly Union Member List:** On a quarterly basis, the County shall provide, in sortable electronic format, a list of all existing bargaining unit members on record as of the pay period containing March 1, June 1, September 1, and December 1 ~~respectively~~. The list shall be provided to the Union membership department by the last Friday of the month in March,

County Proposal#: 3BTo Union: 5/28/2026

June, September, and December of each year, respectively. The list shall include the following information to the extent it is in the County's possession:

1. Name
2. Employee Identification Number
3. Classification (Job Code)
4. Job Code
5. Hourly Pay Rate
6. Department Name (Business Unit Description)
7. Department Code (Work Location)
8. Work Location Description
9. Work Location Address
10. Union Code
11. Union Code Description
12. Work, Home and Personal Cellular Telephone Numbers
13. Work and Personal Email Addresses
14. Home Address
15. Hire Date
16. Pay Step
17. Last date paid

~~In accordance with the California Public Records Act legislation, Section 6254.3(a)(3), the County will not disclose the home addresses and phone numbers of employees performing law enforcement functions.~~

~~If the County does not have the home and personal cell phone numbers, or the personal email addresses on file, this information shall not be provided.~~

- 7.) **Presentation Release Time:** Union representatives, which are limited to Union Representatives, Union Board Members, Chapter Presidents, and Shop Stewards shall conduct the presentations covered under this agreement. In the event none of the listed designees are available for a scheduled NEO, a member may be granted release time to present. Only one (1) union member will be granted release time to present at each NEO. In the event that there are 15 or more new employees scheduled to attend a NEO, release time will be allowed for up to two (2) members. Release time requests must be received by the Employee/ and Labor Relations Division no later than at least three (3) working days before the scheduled NEO.

Upon request of release time by the Union through the Employee/Labor Relations Division, the Department shall coordinate with the appropriate supervisors of the Union steward or member to allow release time.

- 8.) **Ongoing Union Participation:** If the Union decides to cease participation in the countywide NEO, the designated Union representative must notify the EBC at least ~~thirty~~ (30) calendar days prior to the date that the Union is requesting to cease participation.

If the Union decides to reinstate their participation in the countywide NEO under this subsection, the designated Union representative must notify the EBC at least 30 calendar days prior to requesting reinstatement.

- 9.) **SSA Lunch Meeting:** The parties agree that, based on mutual agreement and proper coordination with SSA's Human Resources Department, the Union may continue to hold a

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lunch meeting to meet with newly represented employees during the SSA's NEO that occurs during an Induction class.

SECTION 3. UNION SECURITY

3.B. AUTOMATIC PAYROLL DEDUCTIONS AND REMITTANCE. Upon certification by the Union that an employee has signed an authorization for the deduction of Union membership dues and/or designated fees, the County will deduct the appropriate dues or fees, as established and as may be changed from time to time by the Union, from the employee's pay, and remit such dues or fees to the Union. Employee requests to cancel or change such deductions must be directed to the Union, rather than to the County. Deductions will continue unless the employee mails a written revocation to the Union in accordance with the terms of the authorization form, or absent any such terms, by mailing a written revocation to the Union that is postmarked during the thirty (30) day period immediately prior to the annual anniversary date on which the employee signed the authorization form. The Union shall not be required to provide the County a copy of the employee's authorization unless a dispute arises.

No later than December 1st of each year, the County shall provide to the Union the County's official annual calendar showing paydays for the following year. The Union will provide the County with written notice of each employee deduction authorization and/or revocation on or before Monday of a non-payday week. The effective date of the deductions and/or revocations of any existing authorizations for employees shall be the payday Friday following the Union's notification to the County of the deduction authorization or revocation.

On a bi-weekly basis, the Auditor-Controller/Clerk-Recorder's Office shall provide the union with a dues deduction report that includes employee name, employee ID, department ID, deduction code, deduction amount, job code, hourly pay rate and union code.

TENTATIVE AGREEMENT

For the County:

Signed by:



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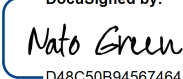
5/28/2026

Jeff Bailey

Date

For Union:

DocuSigned by:



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5/28/2026

Nato Green

Date

Proposal Chronology:

Date	Note
10/16/25	CP #3 Passed to SEIU
10/23/25	UC 1 to CP #3
3/19/26	CP #3A
5/28/26	CP #3B

County Proposal#: 1To Union: 10/16/2025

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Cleanup to add Zone 7 Water Agency Rep Unit and clarify process for new classifications.

SECTION 1. RECOGNITION

1.A. The County recognizes the Union as the exclusive bargaining representative for the following employees:

1. All full-time employees in classifications included in Bargaining Units 003, 004, 005, 006, 007, 008, 010, 011, ~~and 012~~, and 059 as specifically enumerated in the appendices attached hereto;
2. All part-time employees in classifications included in Bargaining Units 003, 004, 005, 006, 007, 008, 010, 011, ~~and 012~~, and 059 as referenced above, who are regularly scheduled to work two-fifths (0.4) or more time per pay period; and,
3. All Services-As-Needed ("SAN") employees ~~included~~ in classifications included in Bargaining Units 003, 004, 007, 008, 010, 011, ~~and 012~~, and 059 as specifically enumerated in the appendices attached hereto, who are regularly scheduled to work two-fifths (0.4) time or more per pay period.

~~The County shall recognize the Union as the exclusive bargaining representative for employees in any other classification which may be established substantially within the scope of the duties now included within the above referenced classifications. On an as-needed basis or not less than twice annually, in the months of May and November, representatives of the County and Union shall meet for the purpose of assigning any other newly created Civil Service classifications to the appropriate bargaining units. Such placement shall be by mutual consent. In case of disagreement, an arbitrator shall decide the matter.~~

1.B. EXCLUSION OF EMPLOYEES. The County may designate positions as confidential in accordance with Administrative Code Section 3.04.020. (Definitions). Those positions designated as confidential upon implementation of this subsection, as set forth in Appendix C (Confidential Exclusions) of this MOU, shall not be precedent-setting for future designations of confidential positions. If any position designated confidential after the effective date of this provision is disputed by the Union, the matter shall be decided by an arbitrator.

1.C. ASSIGNMENT OF NEW CLASSIFICATIONS. The County shall recognize the Union as the exclusive bargaining representative for employees in any other classification that may be established and that falls substantially within the scope of duties included in the classifications referenced above. On an as-needed basis the County shall offer to meet and confer with the Union regarding the placement of newly created classifications designated to the bargaining units. Such placement shall be by mutual agreement between the County and the Union. If agreement is not reached, an arbitrator shall decide the matter as outlined below.

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In disputes between the County and the Union over the assignment of newly created **Civil Service** classifications to appropriate bargaining units, the arbitrator shall decide the matter on the following basis:

1. The arbitrator shall reject any claim by the Union to any newly created classification whose duties are substantially within the scope of (a) management designated classifications, e.g., project specialists, management specialists, administrative interns or other administrative classifications or (b) classifications represented by other employee organizations.
2. The arbitrator shall reject any claim of the Union to any newly created classification occupied exclusively by employees who work less than two-fifths (0.4) time.
3. The arbitrator shall determine any dispute over whether or not the scope of duties of a newly created classification is substantially within the scope of duties now included within a Union represented classification or if a newly-created classification is without clear recent precedent in the County service, whether or not the duties of such classification are, in general character, similar to those within Union represented units provided, however, that the arbitrator shall have no power to assign a supervisory classification, as defined in the National Labor Relations Act, to a non-supervisory bargaining unit represented by the Union. In case of an arbitration involving classifications without clear recent precedent in the County service, the arbitrator shall receive as relevant evidence the views of affected employees.
4. In the resolution of disputes arising from this Section 1. (Recognition), the parties agree on the selection of a permanent arbitrator for each fiscal year from a panel of no less than five (5) arbitrators. In case of disagreement on the selection of the five (5) member panel or the selection of the arbitrator, the provisions of subsection 20.H. of the MOU shall apply.

TENTATIVE AGREEMENT

For the County:

Keith Fleming 10/23/2025
DocuSigned by: 99EB3705019241D...
 Keith Fleming Date

For SEIU Local 1021:

Nato Green 10/26/2025
DocuSigned by: D48C50B94567464...
 Nato Green Date

Proposal Chronology:

Date	Note
10/16/25	CP #1 Passed to SEIU
10/23/25	Tentative Agreement.

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Cleanup to remove obsolete language and clarify existing language

SECTION 10. VACATION LEAVE

Services-As-Needed employees ~~working~~ in classifications ~~which are enumerated~~ listed in Appendix B (Intermittent and Services-As-Needed Classifications) are excluded from the provisions of Section 10. (Vacation Leave).

Employees ~~in the service of the County~~ shall accrue vacation as specified below. Vacation pay shall be granted only for those days or fractions thereof on which employees would have been regularly scheduled to work and would have worked but for the vacation period. ~~An employee~~ Employees who ~~is~~ are regularly scheduled to work less than the normal full-time work-week for ~~the job~~ their classification shall accrue vacation ~~leave accordingly on a prorated basis~~. Vacation accrual shall be prorated each pay period based ~~upon a proration on the proportion of the~~ hours worked ~~within that pay period~~ to the normal regular full-time pay period for the job classification.

10.A. VACATION ACCRUAL.

~~Services-As-Needed employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) are excluded from the provisions of Section 10. (Vacation Leave).~~

~~Employees in the service of the County shall receive a vacation entitlement or accrue vacation as specified below. Vacation pay shall be granted only for those days or fractions thereof on which employees would have been regularly scheduled to work and would have worked but for the vacation period. An employee who is regularly scheduled to work less than the normal work week for the job classification shall accrue vacation leave or vacation entitlement accordingly. Vacation accrual or vacation entitlement shall be prorated each pay period based upon a proration of the hours worked within that pay period to the normal full time pay period for the job classification.~~

~~1. **For Employees Hired Prior to January 31, 2016.** Except for an employee in a classification enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), each person in the service of the County whose employment began prior to January 31, 2016, shall accrue vacation leave according to the following schedules:~~

~~a. **Two (2) weeks accrual.** Employees shall accrue two (2) weeks of vacation annually until completion of 104 full time biweekly pay periods (4 years) of continuous employment.~~

~~b. **Three (3) weeks accrual.** Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full time biweekly pay periods (4 years) of continuous employment and until completion of 286 full time biweekly pay periods (11 years) of continuous employment.~~

- ~~c. **Four (4) weeks accrual.** Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 biweekly pay periods (20 years) of continuous employment.~~
- ~~d. **Five (5) weeks accrual.** Employees shall accrue five (5) weeks of vacation annually after the completion of 520 biweekly pay periods (20 years) of continuous employment.~~
- ~~2. **For Employees Hired on or After January 31, 2016.** Each person in the service of the County whose employment began on or after January 31, 2016, shall accrue vacation leave as follows:~~
- ~~a. **Two (2) weeks accrual.** Employees shall accrue two (2) weeks of vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment, up to a maximum balance of four (4) weeks.~~
- ~~b. **Three (3) weeks accrual.** Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full-time biweekly pay periods (4 years) of continuous employment and until completion of 286 full-time biweekly pay periods (11 years) of continuous employment, up to a maximum balance of six (6) weeks.~~
- ~~c. **Four (4) weeks accrual.** Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of eight (8) weeks.~~
- ~~d. **Five (5) weeks accrual.** Employees shall accrue five (5) weeks of vacation annually after the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of ten (10) weeks.~~
- ~~3. **All Employees Effective the Pay Period Containing December 7, 2025.** All e~~Employees covered by this MOU shall accrue vacation leave as follows:
- a. **Two (2) weeks accrual.** Employees shall accrue two weeks of vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment, up to a maximum balance of four (4) weeks.
- b. **Three (3) weeks accrual.** Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full-time biweekly pay periods (4 years) of continuous employment and until completion of 286 full-time biweekly pay periods (11 years) of continuous employment, up to a maximum balance of six (6) weeks.
- c. **Four (4) weeks accrual.** Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of eight (8) weeks.
- d. **Five (5) weeks accrual.** Employees shall accrue five (5) weeks of vacation annually after the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of ten (10) weeks.

10.B. CASH PAYMENT ~~IN LIEU OF~~ ACCRUED VACATION LEAVE UPON SEPARATION. ~~Effective the pay period containing January 1, 2024, a~~All eEmployees who ~~leave the~~separate from County service for any reason shall be paid for unused vacation leave at their current biweekly or hourly rate, as established

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for ~~each~~ their classification ~~as set forth~~ in Appendix A, up to the date of separation, ~~for unused vacation leave accrued to the date of the employee's separation.~~

10.C. LIMITATION ON UNUSED VACATION LEAVE BALANCES. ~~For employees hired prior to January 31, 2016, maximum vacation leave balances allowable prior to the pay period containing January 1 of each year beginning in the year 2002, shall be no more than two (2) times the employee's vacation accrual rate, and shall be as follows:~~

Vacation Accrual Rate in Pay Period Prior to January 1	Maximum Balance in Pay Period Containing January 1
2 weeks	4 weeks
3 weeks	6 weeks
4 weeks	8 weeks
5 weeks	10 weeks

~~**Vacation Hard Cap:** For all employees, effective the pay period containing December 7, 2025, the accrual of vacation accrual leave will shall cease effective with in any pay period in which the employee's vacation accrual balance reaches its the maximum balance and shall not recommence resume until the employee's vacation leave balance falls below this maximum. While employees shall have the primary responsibility are responsible for to schedule scheduling and take sufficient vacation to reduce their accrued vacation leave balances to levels below their maximum balance, however, Agency/Department Heads will shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which that specifically state that the purpose of such request is to they are intended to reduce excess accrued vacation leave balances to a level below their maximum accrual.~~

The maximum balance for each accrual rate shall be as follows:

Vacation Accrual Rate	Maximum Pay Period Balance
2 weeks	4 weeks
3 weeks	6 weeks
4 weeks	8 weeks
5 weeks	10 weeks

10.D. DATE WHEN VACATION CREDIT STARTS. Vacation credit shall begin on the first day of employment.

~~**10.E. PREVIOUSLY ACCRUED VACATION EXCEEDING MAXIMUM BALANCE.** As of the pay periods containing January 1, 2024, January 1, 2025, and January 1, 2026, the vacation leave balance of any employee that exceeds the maximum vacation leave balance will be paid in cash.~~

10.FE. WHEN FIRST VACATION IS DUE. Vacation credit and the first vacation leave for any employee shall be due only after the completion of at least the equivalent of 130 full-time working days or the equivalent of 13 full-time pay periods of employment. For purposes of this subsection, "working day" shall mean any day upon which an employee would normally regularly be required to work.

10.GF. MAXIMUM VACATION LEAVE. An employee shall be allowed to take two (2) times the employee's annual vacation accrual during any calendar year, provided that the employee has accumulated sufficient unused vacation leave.

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10.H.G. EFFECT OF LEAVE WITHOUT PAY ON VACATION CREDIT. No vacation credit shall be earned during the period when an employee is absent on leave without pay.

10.H.H. EFFECT OF ABSENCE ON CONTINUOUS SERVICE. Absences on due to authorized leave without pay, ~~and time during which a person is laid off because the employee's services are not needed~~ layoff, ~~and or time during which when an employee person~~ is temporarily not employed by the County shall not be considered as an interruption of continuous service for vacation qualification purposes, if the employee is reemployed ~~followed by reemployment~~ within three (3) years, ~~shall not be considered as an interruption of continuous service for the purpose of this subsection.~~ In such cases, continuous service for vacation qualification purposes shall resume from the point at which the employee separated; however, time spent not on authorized leave without pay or not employed by the County, but the period of time such employee is absent on authorized leave without pay or so laid off or so temporarily not employed shall not be counted in when computing such years of continuous employment for the purpose of under this subsection 10.H. (Effect of Absence on Continuous Service).

Employees who are reemployed after an absence exceeding three (3) years shall accrue vacation as a new hire. However, once such employees ~~Provided further that for the purposes of qualifying for fifteen (15), twenty (20), or twenty-five (25) working days' vacation leave, when an employee completes ten (10) years of uninterrupted County service following such reemployment, they, the employee shall receive credit for all prior County service in for purposes of determining eligibility for vacation entitlement fifteen (15), twenty (20) or twenty-five (25) days of vacation leave accrual.~~

~~Eligible e~~ Employees eligible under this subsection 10.H. (Effect of Absence on Continuous Service) must notify the Human Resource Services Employee Benefits Center ("EBC") when ~~meeting they meet this the applicable~~ requirement.

10.J.I. WHEN VACATION LEAVE MAY BE TAKEN. Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the vacation leave.

1. 1. Vacation Seniority. Vacation seniority shall be determined as follows:

a. ~~Except for employees~~ All Employees Except Those ~~a~~ Assigned to the Sheriff's Department, ~~an employee's seniority for v~~ Vacation seniority ~~purposes begins once when~~ the employee enters a vacation scheduling unit within their classification. Seniority restarts when the Should employees changes their scheduling unit and/or classification, the seniority accrual for vacation purposes starts over. P except promotions within a flexibly ~~staffed position classification series~~ for purposes of vacation seniority will not be considered a change in classification.

b. ~~For e~~ Employees assigned Assigned to the Sheriff's Department, ~~an employee's seniority for v~~ Vacation seniority ~~purposes begins upon entry into once they enter the Sheriff's Department and or continues unless interrupted by service outside of upon reinstatement to the same classification excluding time not spent in the Sheriff's Department. Seniority restarts when an employee changes Should an employee change their classifications, the seniority accrual for vacation purposes starts over. P except for promotions within a flexibly ~~staffed classification series~~ position for purposes of vacation seniority will not be considered a change in classification.~~

b.c. **Tie Breakers.** If a tie breaker is needed, the following applies criteria shall be applied in order:

i. ~~total~~ Total department time (less leave without pay)

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- ii. ~~total~~ Total County time (less leave without pay)
- iii. ~~test~~ Test administration number
- iv. ~~score on e~~ Exam score
- v. ~~date~~ Date stamp on application (received in County ~~Personnel~~ Human Resource Services)
- vi. ~~coin~~ Coin toss

2. **For Full-time Employees.** Except as provided in subsection 10.I.4. (Alternative Scheduling Procedure) ~~paragraph 4 hereof~~, vacation leave shall be scheduled by mutual agreement ~~of~~ between the employee and the Agency/Department Head.

a. Conflicting Requests (Except for employees assigned to the Sheriff's Department). ~~in~~ In the event of conflicting requests ~~from between two (2) or more~~ employees, the ~~matter request~~ shall be ~~decided granted to in favor of~~ the employee having the longest County service in ~~a the~~ classification within ~~a the~~ vacation scheduling unit. If a tie breaker is needed, the request shall be granted based on the criteria under 10.I.1.c. (Tie Breakers).

b. Conflicting Requests (Sheriff's Department). ~~For employees assigned to the Sheriff's Department, i~~ For the first three (3) segments requested in a calendar year ~~the event of conflicting requests from employees,~~ conflicts shall be resolved based on the seniority rules in subsection 10.I.1. (Vacation Seniority) ~~the matter shall be decided in favor of the employee who meets the criteria stated in subsection 10.J.1. above for the first three (3) segments requested.~~ The remaining two (2) segments, if requested, shall ~~follow the process stated in the following paragraph~~ be processed in accordance with 10.I.2.c. (Subsequent Vacation Requests (All Employees)).

c. Subsequent Vacation Requests (All Employees).

~~—~~ Subsequent vacation requests within the same calendar year shall be resolved as follows:

i. ~~in favor of t~~ The most senior employee with the greatest seniority who has not, ~~yet by virtue of their senior position, previously~~ had such a conflict resolved in their favor during the calendar year shall prevail.

ii. ~~If in the event of vacation schedule conflict among all~~ employees, ~~all of whom~~ have, by virtue of their senior position, had such conflicts resolved in their favor during the calendar year, the senior employee who has had the least number of such conflicts resolved in their favor shall prevail.

d. Required Response Timeline. When written submission of a vacation request is required pursuant to this ~~paragraph 2~~ subsection 10.I.2. (For Full-time Employees), the Agency/Department Head, or their designee, shall respond within twenty (20) calendar days in writing or shall schedule the vacation requested by the employee.

3. **For Part-time Employees.** ~~Any e~~ Employees scheduled to work less than the full-time workweek and two-fifths (0.4 FTE) or more time for their job classification may, at the discretion of the Agency/Department Head, be included in ~~a the same~~ vacation scheduling unit with full-time employees in the same job classification. ~~When included, and in such cases both the full-time and the less than full-time employees shall have conflicts shall being requests resolved according using the same to the~~ procedures indicated herein applicable to full-time employees.

4. **Alternative Scheduling Procedure.** When vacation scheduling under subsections 10.I.2. (For Full-time Employees) or 10.I.3. (For Part-time Employees) ~~In the event that vacation scheduling pursuant to paragraph 2. or 3. hereof is impractical due to the size of the agency/department vacation scheduling unit involved or other reasons, the following~~ procedures process may be implemented; shall apply.

a. **Annual Submission Period.** ~~In~~ During a month ~~established~~ designated by the Agency/Department Head, ~~any~~ employees may submit up to three (3) ~~choices of~~ preferred vacation periods for the subsequent twelve (12) months.

b. **Approval and Posting.** The Agency/Department Head shall approve such ~~choice~~ requests based on ~~the basis of~~ employee seniority as set forth in subsection 10.I.2. (For Full-time Employees) paragraph 2, hereof. The Agency/Department Head and shall ~~post employees a list of the~~ approved ~~and scheduled vacations~~ vacation schedule within no later than four (4) weeks following the end of the designated month that included the ~~in which the vacation requests were due~~ close of the submission period.

a.c. **Employees Who Do Not Submit Requests.** ~~Employees~~ Any employee who fails to submit ~~a choice or~~ choices during the designated period, or ~~any~~ new employees entering the unit after the submission period, ~~who misses the sign-up period for the agency/department~~ shall schedule vacations by mutual agreement pursuant to ~~paragraphs 2, or 3, subsections 10.I.2. (For Full-time Employees) or 10.I.3. (For Part-time Employees), hereof~~ provided that such ~~vacation scheduled by mutual agreement shall not~~ requests do not supersede ~~any vacation scheduled by submission~~ previously approved and posted vacations.

d. **Required Posting.** The Agency/Department Head shall post:

- i. ~~In the administration of this paragraph, the Agency/Department Head shall post~~ Seniority lists;
- ii. ~~lists of t~~ The number of employees ~~by classification~~ allowed to be on vacation at one (1) time ~~(by classification) or for any period;~~ and
- i.iii. ~~blank calendars or other~~ Instructions and submission tools that means which shall make it possible for allow employees to submit their three (3) choices and ~~to determine view competing vacation request submissions~~ which employees have applied for which vacation periods.

5. Alternative Scheduling Period for the Social Services Agency. During the Alternative Scheduling Period as contained in subsection 10.J.4. (Alternative Scheduling Procedure) above, ~~during a month established by the Social Services Agency, when any employee may submit choices of preferred vacation period for the subsequent twelve (12) months,~~ vacation requests shall be scheduled by mutual agreement and ~~in resolving vacation conflicts the Agency/Department Head shall approve such choices~~ conflicting vacation requests shall be resolved based on ~~the basis of~~ employee county ~~County~~ seniority among employees in the same classification ~~within a~~ the scheduling work unit.

Vacation requests submitted outside of the Alternative Scheduling Period ~~within the Social Services Agency~~ shall be scheduled by mutual agreement ~~pursuant to~~ under subsections 10.J.2. (For Full-time Employees) and 10.J.3. (For Part-time Employees) ~~of this MOU.~~ Conflicts shall be resolved ~~In resolving vacation conflicts, the Agency/Department Head shall approve such choices on the basis of~~ based on employee unit seniority among employees in the same classification within ~~the~~ a scheduling work unit.

56. Vacation Leave Segments. ~~An employee~~ Employees may ~~shall be allowed to~~ divide their annual vacation leave in any calendar year into five (5) segments. An Agency/Department Head may, at their discretion, ~~may grant an employee~~ authorize additional vacation segments of ~~vacation increments of~~ at least one (1) hour or more. These segments ~~are to be in addition to any segments of~~ do not include vacation leave hours used as personal leave ~~as defined in~~ under subsection 10.K.J. (Personal Leave). ~~This subsection excludes any requests for or time off which~~

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~~come under the Floating Holiday~~ floating holiday leave provisions specified in subsection 9.A.3. (Floating Holidays).

10.KJ. PERSONAL LEAVE. ~~An employee~~ Employees shall be allowed three (3) days in any calendar year from their regular vacation allowance or compensatory time off for personal leave. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the operation of their agency/department. Such personal leave shall be in segments of one (1) hour or more.

10.L. 10.LK. RATE OF VACATION PAY. Compensation during vacation leave shall be at the rate of ~~compensation pay which such person~~ the employee would have ~~been entitled to receive~~ d, including applicable premium pay, had the employee been ~~if~~ in active service during such vacation period. Compensation during vacation shall not include pay for overtime work not actually performed.

10.M. 10.ML. VACATION SELLBACK. ~~Effective July 1, 2001, e~~ Employees may receive equivalent cash payment for up to five (5) vacation days per fiscal year. ~~Effective July 1, 2002, and~~ employees accruing at least twenty (20) days of vacation may receive equivalent cash payment for up to ten (10) days per fiscal year. ~~Effective July 1, 2024, through the term of this December 11, 2022 through January 3, 2026, MOU employees accruing at least fifteen (15) days of vacation may receive equivalent cash payment for up to ten (10) vacation days per fiscal year and employees accruing at least twenty (20) days of vacation may receive equivalent cash payment for up to fifteen (15) days per fiscal year.~~ This benefit shall be prorated for part-time employees based on the proportion of the normal thirty-seven and one-half (37.5) or forty (40) hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against the employee's transition pay obligation to the County. Vacation sellback under this subsection is in addition to the amount of sellback that can be used to purchase Long-Term Disability Insurance under Section 17. (Long-Term Disability Insurance Coverage). Requests for vacation sellback are irrevocable.

10.NM. VACATION PURCHASE PLAN. ~~All f~~ Full-time employees ~~subject to~~ covered by this MOU, excluding employees in classifications ~~enumerated listed~~ in Appendix B (Intermittent and Services-As-Needed Classifications) and Appendix D (Part-Time and Services-As-Needed Registered Nurses Classifications) may elect to purchase, during Open Enrollment, one (1) or two (2) additional weeks of vacation over and above their regular entitlement as set forth in ~~paragraph A hereof~~ subsection 10.A. (Vacation Accrual).

1. Eligibility. To ~~be eligible to~~ purchase vacation, an employee must:

- a. ~~h~~ Have ~~completed payment paid in full~~ for any previously purchased vacation; ~~purchase~~ and
- b. ~~an employee must h~~ Have no more than one (1) week of unused purchased vacation as of the third pay period prior to the start of Open Enrollment.

To ~~be eligible to~~ purchase two (2) weeks of vacation, an employee must have used all previously purchased vacation leave as of the third pay period prior to Open Enrollment.

4.2. Credit and Repayment. Purchased vacation shall be credited to the employee's vacation balance ~~On~~ the first pay period of the calendar year and, ~~the employees' vacation balance will be updated with the additional amount of vacation purchased. Employees may thereafter be then used the vacation time purchased, subject to~~ scheduled by mutual agreement between the employee and the Agency/Department Head.

Employees ~~will then shall~~ pay the cost of purchased vacation ~~for the vacation time purchased~~ in equal installments during the calendar year. ~~In the event that~~ if an employee lacks sufficient pay is

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~~unable~~ to cover the cost of purchased vacation in any pay period(s) ~~due to insufficient pay~~, the County reserves the right to adjust the future pay period amount. Should an employee use their purchased vacation time, and ~~leave the employment of the~~ subsequently separates from the County prior to ~~paying for the additional vacation~~ full repayment, the County will recover ~~the any~~ outstanding cost from the employee, including deducting any sum owed from the employee's final pay warrant. In the event there is insufficient pay to deduct from the employee's final pay warrant, the amount is still due and payable to the County; ~~the employee must repay the County~~. Amounts not recovered remain due and payable and ~~A~~ any failure to repay the County upon ~~termination~~ separation of employment will result in collection proceedings.

43. Use of Vacation Purchase for Personal Leave. ~~In the event that~~ If an employee has exhausted vacation balances accrued pursuant to subsection 10.A. (Vacation Accrual), then purchased vacation may be utilized for personal leave granted under subsection 10.~~K~~J. (Personal Leave).

24. Cash Payment of Purchased Vacation. For purposes of cash payment of vacation leave, vacation purchased pursuant to this subsection shall be combined with vacation accrued pursuant to subsection 10.A. (Vacation Accrual). ~~Said combined vacation balance shall be and~~ subject to ~~the cash payment limitations of~~ subsection 10.B. (Cash Payment ~~in Lieu of~~ Accrued Vacation Leave Upon Separation) hereof.

3. Movement Between 37.5- and 40-Hour Workweeks. ~~In the event that~~ If a participating employee moves between a forty (40) hour per week position and a thirty-seven and one-half (37.5) hour per week position, the employee shall carry over their purchased vacation balance in the same number of days and fractions of days.

4. Change from Eligible to Ineligible Status. Employees who change status from eligible status to purchase vacation to ~~a non-~~ ineligible status will be paid for any purchased vacation balance and the County reserves the right to adjust the purchased vacation balance and/or deductions.

- a) The County shall cease deduction and no additional days will be allowed for purchase.
- b) The County shall reduce the purchased vacation balance by the amount which the employee has not yet paid.
- c) The employee shall be allowed to retain and use the time purchased as of the date of the change from eligibility to ineligibility through the final pay period of the calendar year of the date of ineligibility.
- d) For purchased vacation remaining and unused through the final pay period of the calendar year, as set forth in 4.c. above, the employee shall be paid at the pay rate at the time of enrollment, for the purchased vacation time not taken as of the 1st pay period of the following year.

5. Effect of Pay Rate Changes. In the event that an employee experiences a pay rate change during the plan year, the total annual cost will remain the same as at the time of enrollment.

6. Effect on Benefits and Accruals. ~~Effective Calendar Year 2016, an e~~ Employees purchasing vacation ~~is are~~ responsible for all County costs associated with vacation purchase.

For ~~the any~~ pay period in which purchased vacation is utilized as time off, the employee's total compensation shall not include the County contributions ~~made by Alameda County towards~~ premium based and accrued benefits, including retirement. These prorated premium costs shall be deducted from the employee's paycheck for the bi-weekly pay period in which the purchased

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vacation is utilized. ~~and, further, the employee~~ Employees will not accrue vacation or sick leave for purchased vacation ~~such hours used. Also, purchased vacation time utilized as time off and such~~ hours will not count towards seniority, hours in step, ~~or towards the~~ completion of the probationary period or retirement service credit.

10.ON. EXTRA WEEK OF UNPAID LEAVE. ~~A p~~ Part-time employees in a classification ~~enumerated listed~~ in Appendix D (Part-Time and Services-As-Needed Registered Nurses Classifications) and, ~~for the term of this MOU only,~~ all other part-time employees subject to this MOU, may take one (1) week of unpaid leave per calendar year after completing one (1) calendar year from date of employment. ~~The may schedule one (1) week of unpaid leave must be taken in one (1) segment and each calendar year in conjunction with an approved vacation leave. The unpaid leave shall be taken in one (1) segment~~ conjunction with approved vacation leave. The scheduling of this unpaid leave shall be subject to the vacation scheduling provisions contained herein. This unpaid leave shall not reduce the County's regular biweekly dental or health plan contributions ~~nor the health plan contribution paid by the County for such employees.~~

10.PO. VACATION TRANSFER. Married couples or domestic partners, employed by the County, may elect to transfer up to five (5) days (37.5 or 40 hours) of their accrued vacation leave balances to their spouse or domestic partner (upon submission of an affidavit as defined in Appendix E ~~—(Domestic Partners)~~ per each event of maternity, paternity and adoption.

~~**10.Q. CONTINUATION OF SECTION.** This Section 10. (Vacation Accrual) shall remain in full force and effect notwithstanding the expiration of the other sections of this MOU on January 3, 2026, as provided in Section 36. (Term of Agreement), and unless otherwise agreed to by the County, shall be incorporated into the successor MOU.~~

10.RP. EMPLOYEE ENTRY INTO BARGAINING UNITS COVERED BY THIS MOU. Employees who enter a bargaining unit covered by this MOU and come from a bargaining unit where the "maximum allowable vacation balance" is not applicable, after January 1, 2002 ~~shall have two (2) full calendar years to reduce their vacation balance to the maximum allowable, unless the employee is coming from a bargaining unit where the "maximum allowable vacation balance" is already applicable.~~ After two (2) full calendar years, the vacation leave balance of any employee ~~which that~~ exceeds the maximum balance allowable will be paid in cash to the maximum balance. Agency/Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which that state that the purpose of such request is to reduce accrued vacation leave balances below the maximum accrual level.

TENTATIVE AGREEMENT

For the County:

DocuSigned by:

 09EB3705810241B...
 Keith Fleming
 2/11/2026
 Date

For SEIU Local 1021:

DocuSigned by:

 D48C50B94567484...
 Nato Green
 2/17/2026
 Date

Proposal Chronology:

Date	Note
12/10/25	Passed CP #9 to SEIU

County Proposal#: 9To Union: 12/10/2025

Date	Note
02/11/26	Tentative Agreement

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021

PURPOSE: Clean-up for clarity

SECTION 17. TWO WEEKS' NOTICE UPON TERMINATION

17.A. NOTICE. ~~In the event of the termination of an employee subject to this MOU~~ When an employee is terminated for a cause other than gross misconduct; such as intoxication on the job, gross insubordination, dishonesty, ~~violence in the workplace~~ violence (as defined by the ~~Alameda County of Alameda~~ Workplace Violence Prevention Policy), or conviction of a felony ~~which relates~~ related to the employee's job, the appointing authority or designee ~~agent~~ shall ~~give to such~~ provide the employee with a written notice of termination ~~no less than at least~~ ten (10) working days prior to the effective date of said termination. ~~In the event, however, that such~~ If the employee is not ~~on the job at work~~ on the date ~~he/she/they~~ would be entitled to such notice, it shall be mailed to ~~him/her/the employee~~ on ~~such that~~ date. Time spent on the job during such ten (10) day notice period by a probationary employee shall not ~~be counted~~ toward completion of the probationary period. At the employee's written request, the County agrees to furnish will provide a copy of any such notice to the Union. ~~if the employee so requests in writing, but f~~ Failure to receive such notice shall not invalidate such termination.

17.B. NON-UTILIZATION OF SERVICES-AS-NEEDED EMPLOYEES. ~~In the event that~~ If a Services-As-Needed ("SAN") employee ~~who~~ has worked in a department fifty percent (50%) time or more every pay period for thirteen (13) or more consecutive pay periods and will no longer be utilized, the Agency/Department Head shall provide ~~to the employee~~ with a written notice ~~of non-utilization no less than at least~~ ten (10) working days prior to the effective date of said separation. This requirement for a notice of non-utilization shall not apply to ~~Services-As-Needed~~ SAN employees with time-specific projects, employees in P-designated positions, or employees who accept either another ~~Services-As-Needed~~ SAN position or assignment to another Agency/Department without a break in service.

~~If, after issuing a separation notice, the~~ An Agency/Department Head ~~who, after issuing a notification of separation, subsequently~~ extends the employee's utilization by up to two (2) weeks, a new notice is not required beyond the separation date shall not be obligated to reissue a separation notice. If ~~the~~ utilization extends beyond said two (2) week period, the Agency/-Department Head shall issue a revised written notice of separation.

County Proposal #: 16To Union: 10/23/2025

Tentative Agreement:

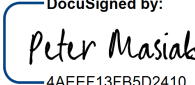
For the County:

Signed by:

 5EBF626044F840D...
 7/7/2026

 Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:

 4AEEF13FB5D2410...
 7/8/2026

 Peter Masiak, SEIU Date

Proposal Chronology:

Date	Note
10/23/25	CP #16 Passed to SEIU

County Proposal#: 14To Union: 12/18/2025

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Clean-up throughout; remove reference to Personal Disability Leave in subsection 15.A.8. consistent with CP #7 to eliminate Personal Disability Leave provision.

SECTION 15. DISABILITY AND LIFE INSURANCE BENEFITS

15.A. DISABILITY INSURANCE BENEFITS

1. **Participation.** The County shall continue to participate under the State Disability Insurance (SDI) Program.
2. **Payment of SDI Premiums.** SDI premiums shall be shared equally by the employee and the County.
3. **Employee Options.** There are two (2) options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:
 - a. **Option 1:** Not applying for disability insurance benefits and using accrued paid leave, vacation leave, ~~compensating-compensatory~~ time off, floating holiday ~~payleave~~, and/or with the consent of the Agency/Department Head, discretionary Major Medical Supplemental Paid Sick Leave; or
 - b. **Option 2:** Applying for disability insurance benefits and integrating accrued paid leaves with the SDI benefits. Such accrued paid leaves shall include sick leave, vacation leave, ~~compensating-compensatory~~ time off, floating holiday ~~payleave~~, and/or, with the consent of the Agency/Department Head, discretionary Major Medical Supplemental Paid Sick Leave, unless the employee provides written notice to the Agency/Department Head to limit the integration to only accrued sick leave ~~only~~ with SDI benefits. The choice to integrate only accrued sick leave ~~only~~ with SDI benefits may not be waived by the employee or the County.
4. **Amount of Supplement:** The amount of the supplement provided in subsection 15.D. (How A Supplement to SDI is Treated), hereof, for any hour of any normal workday, shall not exceed the difference between one hundred percent (100%) of the employee's normal gross salary rate, including premium conditions specified in Section 12. (Premium Conditions) and applicable Salary Ordinance footnotes, and the "weekly benefit amount" multiplied by two (2) and divided by 75/80.
5. **How a Supplement to SDI is Treated.** Hours, including fractions thereof, charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, ~~compensating-compensatory~~ time off, and/or floating holiday balances as supplements to ~~disability insurance~~SDI benefits will be regarded as hours of paid leave of absence.

County Proposal#: 14To Union: 12/18/2025

Vacation and sick leave shall be accrued based upon the proportion of the hours charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, ~~compensating-compensatory~~ time off and/or floating holiday balances to the normal pay period.

- 6. Medical and Dental Plan Coverage in Conjunction with SDI.** For purposes of determining eligibility for the County's hospital and medical care contributions and dental coverage, employees who are receiving a supplement to ~~disability insurance~~SDI benefits paid from and charged to accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, ~~compensating-compensatory~~ time off and/or floating holiday balances shall be regarded as on paid status for their regular work schedules with regard to the days for which such supplement is paid.

The group health care providers will permit employees who are dropped from health and/or dental plan coverage because of exhaustion of their accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, ~~compensating-compensatory~~ time off and/or floating holiday balances, to re-enter the group plans upon returning to their former work schedules, if the employee is otherwise eligible pursuant to Section 14. (Medical and Dental Plans) herein.

- 7. Holiday Pay in Conjunction with SDI.** In the event that a paid holiday occurs during a period of absence for which the employee receives ~~disability insurance~~SDI benefits, holiday pay shall be prorated in proportion to the amount paid to the employee as a supplement to the ~~disability insurance~~SDI benefit from accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, ~~compensating-compensatory~~ time off, and/or floating holiday balances on the day before and the day after the holiday.

~~**8. Personal Disability Leave in Conjunction with SDI.** Refer to subsection 8.M. Personal Disability Leave.~~

15.B. LIFE INSURANCE

- 1. Basic Life Insurance.** Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) and any employee who is regularly scheduled to work less than half the normal work week for the job classification, basic group life insurance coverage of twenty thousand dollars (\$20,000.00) will be provided to each employee who meets the enrollment requirements. The County shall continue to pay necessary premiums for two (2) pay periods after the employee goes on approved leave without pay. This coverage reduces by thirty-five percent (35%) at age 65. The reduced amounts will be rounded in accordance with the existing schedule.

- 2. Supplemental Life Insurance.** ~~Effective Plan Year 2017, e~~Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) and ~~any employees~~who is ~~are~~are regularly scheduled to work less than half the normal work week for the job ~~classification will be~~are eligible for Voluntary Employee Supplemental life insurance as follows:

Voluntary Employee Supplemental life insurance may be purchased on a pre-tax basis through payroll deductions by eligible employees in increments of ten-thousand dollars (\$10,000.00), not to exceed the lesser of three (3) times ~~the~~the annual base salary or three-hundred thousand dollars (\$300,000.00).

County Proposal#: 14To Union: 12/18/2025

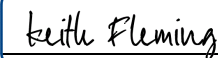
Voluntary Employee Supplemental Life Insurance is subject to premium costs, eligibility requirements, evidence of insurability, age limitations, coverage exclusions, conversion rights and all other provisions set forth in the plan document.

15.C. LONG-TERM DISABILITY INSURANCE. ~~Effective January 1, 1998, a~~ A long-term disability insurance policy will be made available for the employee only. Coverage can be purchased either through the use of vacation sellback (up to five (5) days) or through payroll deduction. This policy is subject to premium costs, eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the applicable insurer contracts.

TENTATIVE AGREEMENT

For the County:

DocuSigned by:

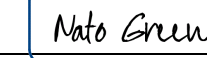


Keith Fleming

Date: 1/29/2026

For SEIU:

DocuSigned by:



Nato Green

Date: 1/29/2026

Proposal Chronology:

Date	Note
12/18/25	CP #14 Passed to SEIU
01/29/26	Tentative Agreement

County Proposal #: 15To Union: 10/23/2025

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Move Longevity to Section 16. Wages and exclude Zone 7 employees from Longevity Pay

SECTION 16. WAGES

...
16.B. LONGEVITY PAY

1. 10-Years of Service. Except for employees covered under subsection 16.B.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.

a. Child Welfare Worker I/II. Notwithstanding subsection 16.B.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.

2. 20-Years of Service. Except for employees covered under subsection 16.B.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.

16.B.C. ZONE 7 CLASSIFICATIONS. The job classes, unique to the Alameda County Flood Control and Water Conservation District, Zone 7 listed in Appendix F (Flood Control and Water Conservation District Zone 7) are excluded from the provisions of this ~~subsection~~ Section 16. (Wages).

16.C.D. REOPENER. At the County's discretion, reopeners may occur to meet and confer on salaries for specific classifications identified by the County based on recruitment and retention operational needs.

TENTATIVE AGREEMENT

For the County:

DocuSigned by:

Keith Fleming

2/11/2026

Keith Fleming

Date

For SEIU Local 1021:

DocuSigned by:

Nato Green

2/17/2026

Nato Green

Date

County Proposal #: 15To Union: 10/23/2025**Proposal Chronology:**

Date	Note
10/23/25	CP #15 Passed to SEIU
02/11/26	Tentative Agreement

County Proposal#: 19To Union: 12/10/25

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

PURPOSE: Cleanup to update list to include Bargaining Unit.

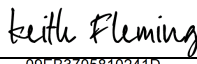
**APPENDIX F
Flood Control and Water Conservation District Zone 7**

Alameda County Flood Control and Water Conservation District Zone 7 job classes represented by SEIU Local 1021 are covered by this MOU except for Section 16. (Wages) which are set in a separate ~~MOU~~ [resolution](#) between the Board of Directors of Zone 7 and SEIU Local 1021.

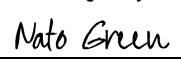
Job Code	Classification	<u>Unit Code</u>
4925	Account Clerk, Zone 7	059
4913	Accountant-Auditor, Zone 7	059
4918	Administrative Assistant, Zone 7	059
4946	Assistant Water Resources Planner, Zone 7	059
4947	Associate Water Resources Planner, Zone 7	059
4953	Buyer I, Zone 7	059
4954	Buyer II, Zone 7	059
4945	Junior Water Resources Planner, Zone 7	059
4916	Office Assistant, Zone 7	059
4968	Senior Water Resources Planner, Zone 7	059
4940	Water Conservation Coordinator, Zone 7	059
4942F	Water Plant Operator I, Zone 7	059
4943F	Water Plant Operator II, Zone 7	059
4944	Water Plant Operator III, Zone 7	059
4950	Water Quality Chemist, Zone 7	059
4949	Water Quality Laboratory Technician, Zone 7	059
4936	Water Resources Engineering Aide, Zone 7	059
4937	Water Resources Technician I, Zone 7	059
4938	Water Resources Technician II, Zone 7	059
4939	Water Resources Technician III, Zone 7	059

TENTATIVE AGREEMENT

For the County:

DocuSigned by:

 00FEB2705810241D...
Keith Fleming 2/11/2026
Date

For SEIU Local 1021:

DocuSigned by:

 N-1P48-598945667464...
Nato Green 2/17/2026
Date

County Proposal#: 19To Union: 12/10/25**Proposal Chronology:**

Date	Note
12/10/25	Passed CP #19 to SEIU
02/11/26	Tentative Agreement

County Proposal#: 21To Union: 6/24/26

**2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union Local 1021**

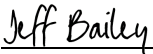
PURPOSE: Abolish obsolete classifications

Effective with the adoption of the successor Memorandum of Understanding, the attached list of obsolete classifications shall be abolished.

[See Attachment 1 – June 9, 2026]

For the County:

Signed by:



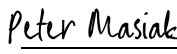
6/24/2026

Jeff Bailey, IEDA

Date

For SEIU:

DocuSigned by:



6/26/2026

Peter Masiak, SEIU

Date

Proposal Chronology:

Date	Note
12/18/25	Passed CP #21 to SEIU
5/28/26	Abolished List with Notes Provided to Union
6/2/26	Updated Abolished List with Notes Provided to Union
6/9/26	Updated Abolished List with Notes Provided to Union
6/23/26	TA on List Provided on 6/9/26

**SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

SIDELETTER OF AGREEMENT

Disaster Service Worker

Under State law, Title I, Section 3100 of the California Government Code, all government employees are declared Disaster Service Workers ("DSW") who can be called upon in any emergency. This means that City, County, and State employees have a responsibility to help in a disaster. As such, all County of Alameda ("County") employees are designated DSW.

The County and the Service Employees International Union, Local 1021 ("Union"), collectively herein, "Parties" agree to the following:

Within 150-days after the adoption of the January 4, 2026 to [TBD] Memorandum of Understanding ("MOU"), the County shall provide release time for up to four (4) Union representatives as part of a Committee to meet at mutually agreeable times and places. The purpose of the Committee is to discuss the framework of employee DSW roles, duties, training, rights, and responsibilities in support of the activities of the County's Emergency Operations Center during a declared emergency and make recommendations for the Director of Human Resource Services to consider when updating the countywide disaster policy. The County shall meet and confer with the Union over any impacts and its effects on working conditions of a decision to implement amendments to the countywide disaster policy.

Committee recommendations, if any, shall be submitted to the Director of Human Resource Services for consideration by or before the end of the term of this Agreement.

For the County:

Signed by:



Jeff Bailey, IEDA

5/28/2026

Date

For SEIU:

DocuSigned by:



Nato Green, SEIU

6/1/2026

Date