

SUMMARY OF TENTATIVE AGREEMENT
2022-2025 SEIU-PCCD HOURLY Contract
as of 3.8.24

- **3-year contract:** July 1, 2022-July 1, 2025
- **SIGNIFICANT WAGE INCREASES**
 - o **6% Cost Of Living Adjustment as of July 1, 2022**
 - o **4% Salary Schedule Increase effective January 1, 2023 due to healthcare savings**
 - o **7% Cost of Living Adjustment as of July 1, 2023 ***
 - o **24-25 reopener re: salary increase on July 1, 2024**
 - However, current state budget deficit makes another significant salary increase unlikely
- **PAY PARITY** (Article 9)– Many hourly employees are paid an hourly salary *lower* than that of permanent employees. Effective 24-25, the District will pay employees the same salary which will raise the pay of many hourly employees.
- **Me-Too language –**
 - o if District provides a higher salary increase to another group, SEIU members will also receive the same salary increase
- **Class and Compensation study** to be completed by January 1, 2025 (Sideletter).
- **Healthcare –** Employees who are eligible for health insurance consistent with the Affordable Care Act (if employed for 30 hours a week or over 130 hours a month for more than 3 months) will receive notification from the benefits department.
- **Dental –** The District will offer hourly employees the opportunity to purchase dental insurance at the district’s rate at their own expense (i.e. will be cheaper than if purchased individually).
- **Sick leave –** For the first time, hourly employees will be eligible for up to 3 days of sick leave. Employees can also use sick leave for personal necessity leave.
- **Retirement –** District clarified that it offers the APPLE plan for eligible employees.
- **Protection against contracting out** (Article 1).
- **Multi-Lingual Pay increased to \$100/month** (Sideletter)
- **New classified employee summer assistance program in 2024** provides matching state funds to money classified set aside for summer
- **Improved non-discrimination language to ensure equal opportunity** based on gender, ethnicity, family leave status, gender identity, military or veteran status, gender expression, immigration status, and on basis of hair texture or hair style (Article 3).
- **Protection from unfair discipline or derogatory materials in employee files** (Article 4)
- **Fair overtime rules** (Article 8)
 - o overtime to be scheduled based on seniority, knowledge, and skills and efforts of notice ahead of time
 - o split-shift differential compensation
 - o minimum call back time
 - o “at-home contact” rules
- Added language for **“4/10 Summer Work Schedules”** (Article 8).
- **Fixed problematic process and underpayments for secondary assignments** (Article 8).

- Updated mileage payments (Article 9)
- Increased multi-lingual pay (Article 9)
- Added **“working out of classification (WOOC)” language** that ensures higher pay for those doing full-time or part-time work for more than 5 days (Article 9)
- Clarified Underpayment and Overpayment processes (Article 9)
- **Cell Phone stipend reimbursement** for those expected or authorized to use their cell phone for District business (Article 11)
- **Expanded bereavement leave** to cover more family members (Article 10)
- **Employees may have a union representative present** in meetings regarding temporary transfers (Article 16).
- **Changes for Interpreters and Instructional Assistants:**
 - o District agrees to **adjust compensation based on class and comp study in 2025.**
 - o Creation of 2 permanent Interpreter positions effective 24-25 academic year. District will assess future needs.
 - o District will continue to maintain an hourly interpreter pool but will exhaust hourly interpreters before using contracted staffing agencies.
 - o **Discontinued confusing formula for interpreter pay.**
- District Union Partnership Committee shall meet monthly instead of quarterly to enhance job satisfaction and to address items of mutual concern (Article 12).
- **Advanced safety language to protect employees** (Article 13)
 - o ensure HVAC maintenance and testing happens regularly
 - o protections for outdoor work
 - o CPR training
 - o Panic buttons, emergency phones
 - o Employees have the right to retreat from imminent threats to their health & safety.
- **Sped up the grievance process** and selection of arbitrators (Article 14).
 - o Added a process of mediation for disputes
- **We built a stronger union to win better wages, benefits, and working conditions in the future**
 - o Improving union new employee orientation language
 - o Data provided to the Union for membership & COPE
 - o Ensured Union right to release time for chapter officers
- **Improved rules for applications to permanent classified vacancies** (sideletter)
 - o Hourly or short-term employees shall be considered internal applicants.
 - o Applicants have the right to discuss step placement once they receive an offer letter.
 - o Hourly employees shall not be replaced by student employees
 - o By March 31, 2024, HR will recommend revisions to expand amount of sick leave allowed to be used by probationary employees.
- **Clarified protections against sexual harassment** (Article 18)
-

* For the 23-24 re-opener, we received 85% of the 23-24 State COLA ($8.22 \times .85\% = 7\%$). The District holds that a salary reduction could occur if 23-24 COLA is retroactively adjusted downwards part-way through the fiscal year. Union disagrees, but it looks unlikely that salaries will be decreased.