

SUMMARY OF TENTATIVE AGREEMENT
2022-2025 SEIU-PCCD Permanent 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
- **Added a 6th step at 5% above** previous step (Step F).
- **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)
- **Increased Longevity pay** (Sideletter)
- **Multi-Lingual Pay increased to \$100/month** (Sideletter)
- **HEALTHCARE –**
 - o Transitioned to purchasing healthcare jointly with over 300 other districts with no significant decrease in benefits. No more cash-in-lieu, but current employees receiving cash-in-lieu will be grandfathered.
 - o Health benefits committee will study savings and impact of potential universal healthcare solution.
- **Remote Work Policy** - Developed the first telework policy in PCCD history (sideletter)
- **Changes to Vacation approval and accrual process** (Article 14)
 - o We agreed to move to monthly loading instead of annual loading of vacation.
 - o Employees are allowed to take at least their annual vacation accrual time each year
 - o Vacation requests of 4 or more days shall be made 20 days prior to planned vacation (instead of 30 days prior)
 - o Managers shall respond to vacation requests of 4 days or more within 10 working days.
 - o In cases of vacation requests of 3 days or less, the first-level manager shall respond within 3 working days.
 - o Employees cannot carry over 350 hours once monthly loading has begun
 - o One-time vacation balance adjustment – employees with vacation accrual in excess of 300 hours will be provided a regular vacation bank and an excess vacation bank.
 - o **Beginning December of 2024, the District shall cash out 20% of the excess vacation bank for each employee at the end of each calendar year for five consecutive years.**
- **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).
- **Better employee evaluation language** to protect employees (Article 5).
- Clarified **overtime** rules (Article 9).
- Added language for **“4/10 Summer Work Schedules”** (Article 9).
- **Fixed problematic process and underpayments for secondary assignments** (Article 9).
- Major improvements for employees **“working out of classification (WOOC)”** that ensures transparency, no WOOC for probationary employees, and prioritization of remaining workload. If WOOC duties are requested due to a permanent vacancy, the District shall endeavor to fill positions in a timely manner (Article 10.7)
- Changes to **Desk Audit/Classification study process** including retro pay up to 2 years retroactive to date of submission, clarification of written recommendations for changes to job description and salary allocation, and ability for Union to meet & confer over any disagreement. Includes a joint process for classification of new positions. (Article 10.8)
- **Cell Phone stipend reimbursement** for those expected or authorized to use their cell phone for District business (Article 12)
- **Expanded bereavement leave** to cover more family members (Article 13)
- **Juneteenth** holiday added (Article 15)
- **Employees may have a union representative present** in meetings regarding temporary transfers (Article 16).
- **Improved process of posting and filling temporary and permanent vacancies** (Article 17).
 - o If the District decides not to fill a vacancy, the District shall notify /SEIU in writing.
 - o We had to remove language stating that external applicants cannot be considered if there are 3 internal qualified applicants due to a lawsuit.
 - o **Applicants have the right to discuss initial step placement once they receive an offer letter.** An appeal may be made to the Vice-Chancellor for maximum initial placement.
- District Union Partnership Committee shall meet monthly instead of quarterly to enhance job satisfaction and to address items of mutual concern (Article 19).
- **Advanced safety language** to help ensure HVAC maintenance and testing happens regularly (Article 20).
- **Sped up the grievance process** and selection of arbitrators (Article 21 & 22).
- **We built a stronger union to win better wages, benefits, and working conditions in the future** (Article 2, 4, & 7)
 - o Improving union new employee orientation language
 - o Expanding monthly data provided to the Union for membership & COPE
 - o Ensured Union right to release time for chapter officers

* 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.