

**TENTATIVE AGREEMENT BETWEEN THE SUPERIOR COURT OF CALIFORNIA,
COUNTY OF ALAMEDA AND THE ALAMEDA COUNTY OFFICIAL COURT
REPORTERS ASSOCIATION SEIU LOCAL 1021 TO FURTHER EXTEND THE
MEMORANDUM OF UNDERSTANDING**

The Superior Court of California, County of Alameda ("Court") and the Alameda County Official Court Reporters Association SEIU Local 1021 ("Union" or "ACOCRA SEIU Local 1021") agree to a further extension of the January 1, 2022 – December 31, 2025 Memorandum of Understanding ("MOU"), including its side letters, as follows upon ratification:

1. The January 1, 2022 – December 31, 2024 MOU, including the side letters thereto, and the side letter agreement relating to August 30, 2024 furlough side letter agreement attached to the June 4, 2025 extension agreement shall not be changed by this Extension Agreement except as set forth below. The previous agreement to extend the MOU through June 15, 2026 will no longer be in effect upon ratification of the present Extension Agreement, except as specifically provided herein.
2. The term of the MOU (Section 31) shall be extended to June 30, 2029.
3. If the Court or the Union wishes to commence bargaining for a successor MOU, it will notify the other in writing and offer proposed dates in February and/or March of 2029 to commence bargaining a successor MOU.
4. Section 15, paragraph A of the MOU shall be revised as follows:
 - A. An employee who is a nationally Certified Realtime Reporter (CRR) will be reimbursed annual membership fees, and initial membership fees for the National Court Reporters' Association (NCRA) and/or the annual membership fees and any initial membership fee for California Court Reporters Association (CCRA) for an amount up to \$500.00 total combined for the two organizations in a year. Proof of NCRA certification/recertification and/or membership in CCRA, when applicable, is required.
5. Paragraph 2 of the previous agreement to extend the MOU through June 15, 2026 shall remain in effect as follows:

Section 8, paragraph B, subparagraph 1 (Dental Plan Coverage) of the MOU is revised to provide as follows:

B. DENTAL PLAN COVERAGE

- 1. DENTAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES:** The Court shall pay 100% of the monthly contribution for dental premiums for employees covered by this MOU.

These benefit options shall be available as listed to the extent that the selected carrier(s) continues to offer these benefits. The Court shall give notice to the Association of such benefit

changes. Upon receiving such notice, the Association may request to meet and confer regarding a substitute benefit, but if a substitute benefit is not possible, as determined by the Court, the parties will meet and confer regarding the effect of such benefit changes.

- i. An indemnity and/or PPO dental plan.
- ii. A pre-paid, closed panel dental plan.

Married Court employees, (and domestic partners as defined in Appendix A), both employed by the Court, shall be entitled to up to one full family plan and one employee only coverage.

6. Paragraph 3 of the previous agreement to extend the MOU through June 15, 2026 shall remain in effect as follows:

Section 7, paragraph B (Floating Holiday) of the MOU is revised to provide as follows:

B. FLOATING HOLIDAY. Employees will be entitled to three (3) floating holidays per calendar year to be scheduled by mutual agreement of the employee and their supervisor and taken within the calendar year. Employees hired on or after July 1 of any calendar year are not eligible to receive the floating holidays in that calendar year.

Employees who are on an unpaid leave of absence that is not a FMLA/CFRA qualifying leave for the first pay period of January shall not receive their allotment of floating holidays for the year, unless they have returned to paid status for three consecutive pay periods, the first of which begins prior to July 1. Upon completion of three consecutive pay periods (the first of which began prior to July 1) in paid status the employee shall receive their full allotment of floating holidays for the year. If an employee does not meet these criteria, they shall not receive floating holidays for that calendar year.

7. The following equity adjustments will be provided for the purposes of recruitment, retention and equity purposes relating to Court Reporters, and this provision amends section 10, paragraphs A through C of the MOU.

- A. In the first full pay period following ratification, or in the pay period including July 1, 2026, whichever is later, the existing hourly base pay rates of all represented classifications shall be increased 4% (four percent) across the board.
- B. Effective in the first full pay period 12 months after ratification, or in the pay period including July 1, 2027, whichever is later, the above hourly base pay rates of all represented classifications shall be increased 2% (two percent) across the board.

- C. Effective in the first full pay period 24 months after ratification, or in the pay period including July 1, 2028, whichever is later, the hourly base pay rates of all represented classifications shall be increased 2% (two percent) across the board.
8. The following longevity bonus paragraphs will be added to Section 10 of the MOU, as paragraphs G and H (or other appropriate lettering) in the interest of recruitment and retention:
- G. Effective July 1, 2026, or the first full pay period following ratification, whichever is later, when a bargaining unit member reaches 30 years of services with the Court on or after the effective date of this part, the employee shall receive a one-time payment of \$3,000. Any bargaining unit member who has already reached 30 years of service with the Court before the effective date of this part shall receive a one-time payment of \$3,000 in the first full pay period following ratification. These \$3,000 one-time payments shall not be added to the employee's base salary. Notwithstanding the above, bargaining unit members who have 31 years or more service with the Court by the effective date of this part shall be entitled only to the longevity bonus in part H of this section when eligible.
- H. Effective July 1, 2026, or the first full pay period following ratification, whichever is later, when a bargaining unit member reaches 35 years of service with the Court on or after the effective date of this part, the employee shall receive a one-time payment of \$3,500. Any bargaining unit member who has already reached 35 or more years of service with the Court as of the effective date of this part shall receive a one-time payment of \$3,500 in the first full pay period following ratification. These \$3,500 one-time payments shall not be added to the employee's base salary. Bargaining unit members who have 35 or more years of service with the Court by the effective date of this part shall be entitled only to the longevity bonus in part H of this section.
9. Provided that this extension agreement is ratified by the Union and the Union provides written notice of such ratification by email to Chad Finke and Glenys Rogers before June 26, 2026, the Court will pay in the July 2, 2026 payroll to each Court Reporter employee, who remains employed by the Court at the time of payment, a one-time \$1,500 retention stipend.
10. In further consideration of this agreement and for the purpose of retaining the Court's existing Court Reporters, the Court agrees to provide three personal holidays to employees employed at the time of ratification under the following terms and conditions. Upon ratification, the eligible employees will receive one personal holiday equivalent to the number of hours the employee would normally be scheduled to work in a day (7.5 hours for regular full-time employee) to each bargaining unit employee who is employed by the Court at the time of ratification of this extension agreement. The personal holiday shall be used by the employee by June 30, 2027. Those employees employed as a Court Reporter at the time of ratification of this agreement and who remain employed by the Court as a Court Reporter on July 1, 2027 shall receive one additional personal holiday equivalent to the number of hours the employee would normally be scheduled to work in a day. The personal holiday shall be used by the employee by June 30, 2028. Those employees employed as a Court Reporter at the time of

ratification of this agreement and who remain employed by the Court as a Court Reporter on July 1, 2028 shall receive one additional personal holiday equivalent to the number of hours the employee would normally be scheduled to work in a day. The personal holiday shall be used by the employee by June 30, 2029.

The personal holiday time shall be requested in the same manner as a floating holiday. Personal holiday time may be used intermittently in a minimum of one-hour increments. The personal holidays are not eligible for cash out, and do not carry over when not used by the applicable deadlines herein. This paragraph of the extension agreement will sunset and no longer be in effect after June 30, 2029.

11. Section 33 of the MOU ("Me Too" Provision) shall be inoperative for the term of this extended MOU/Extension Agreement.

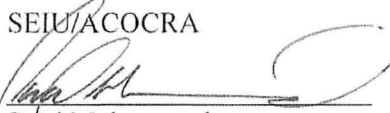
12. During the term of this agreement, the parties will convene in May 2027 and May 2028 to discuss whether any dollars allocated to the Court pursuant to SB 170 remain unspent for the respective fiscal year and, if so, how the Court has decided to spend those funds. The parties' mutual goal in these meetings is to avoid returning unspent funding to the State.

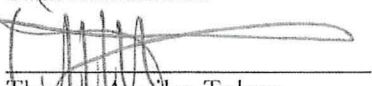
13. The Union and its bargaining team agree to recommend ratification of this extension agreement.

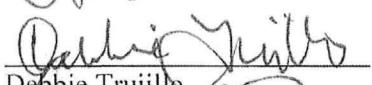
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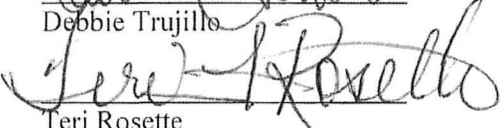
June 11, 2026

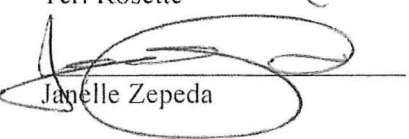
SEIU/ACOCRA


Saad Muhammad

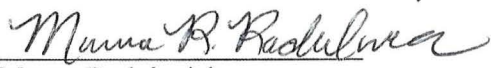

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