



SAN JOAQUIN COUNTY CHAPTER WE HAVE SECURED TENTATIVE AGREEMENT!

2022 - 2026 CONTRACT HIGHLIGHTS

We made history. Never before have we, the SEIU 1021 San Joaquin County chapter, finished contract negotiations before the expiration date and not had to strike. Our contract has zero takeaways, bringing over two-hundred-forty classes into the median salary during the first year. We won significant gains for part-time employees and did away with a two-tier floating, flexible holiday structure. That speaks to the power we have as a labor union. Down below are more highlights of our contract:

Wages:

- Year one: 6% effective October 24, 2022
- Year two: 5% effective July 1, 2023 (approximately nine months after the first payment; that equals 11% in the first year of the new contract)
- Year three: 4% effective July 1, 2024
- Year four: 3% effective July 1, 2025
- Contract expiration: June 30, 2026

- Bilingual pay: All who are certified will receive 85 cents per hour. If you are not certified, and they ask you to use your skill, you will be scheduled to take the test to become certified.
- Employees in the Trades, Labor, and Institutional Unit who must maintain a Class A will receive a 2.5% supplement.
- Communications dispatchers who hold an intermediate certification will receive a 3% supplement.
- All employees in the Safety, Investigative and Custodial Unit at the Sheriff's Office who are required to wear boots will now be reimbursed for buying them.
- Boot allowance will expand to all units for employees who require that footwear.
- All workers at San Joaquin General Hospital or in the Health Care Services Agency who are required to wear scrubs for work will have them provided by the county management.
- A weekend shift differential of \$1-per-hour, with weekend shifts beginning at or after 7 pm on Friday and before 8 pm on Sunday.
- Minimum of 7% pay spread for supervisors and those they supervise
- Step increases for part-time employees after every 2,080 hours they work until they reach the top stop of their classification.
- 41-hour rule: Now lowered to 32 hours needed to get the county contribution for medical, dental, vision, and life insurance. That only applies to an employee on approved but unprotected leave for 26 pay periods (1 year).
- All Safety, Investigative and Custodial Unit members who have to wear boots at the Sheriff's Office will now receive either \$175 per year or \$225 if puncture-resistant boots are mandated.
- Employees in the Office of the Agricultural Commissioner / Sealer of Weights & Measure will be reimbursed for commercial license renewals.

*Read about more contract highlights on the back
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- Mary Graham Children's Shelter employees will receive a 5% supplement.
- All San Joaquin General Hospital employees or in the Health Care Services Agency who are required to wear scrubs for work will have them provided by the county management.
- Cesar Chavez Day is now a floating holiday, replacing California Admission Day.
- Executive Board members in each unit will be granted up to 13 days of release time for union activities per year.
- Beginning July 1, 2023, all employees will receive floating holidays, replacing the flexible holiday schedule.
- Standby pay is increasing from 20% to 25% of salary.
- San Joaquin County Behavioral Health Services supplement for workers in the clerical series who work in Crisis Stabilization Units and Psychiatric Health Facility areas will receive a 3% supplement.
- Employees in the Deputy Auditor-Controller series with a certified public accountant certification will receive a 2% supplement.
- Alternative work schedules and telework for individual employees are now part of the contract.
- Part-time employees are now able to use sick leave in 15-minute increments instead of two-hour increments.
- We have expanded the definition of family for bereavement leave.
- Part-time employees working on a holiday will receive time-and-a-half for all hours worked.
- The San Joaquin County Human Services Agency Intake and Assessment supplement expands to the Supervisors Unit at 7.5%.
- The correctional health supplement is now expanding to dental assistants and mental health clinicians.
- Downtown parking supplement increases from \$17 to \$20 per pay period and from \$36.83 to \$40 per month for employees who utilize other parking lots downtown.
- Armed officer pay now has a 2.5% supplement.
- Field Training Officer pay has a 2.5% supplement.
- Rain gear will be provided for those who work outside at the San Joaquin County Department of Public Works, the Stockton Metropolitan Airport, and the Sheriff's Office.
- The minimum-wage clause moves the bottom step of salary if below minimum wage and adjusts all other steps by 5% throughout the series. That policy protects from salaries falling below minimum wage during the length of the contract.