

After months of negotiation we have won and tentatively agreed to a three-year contract!
Your bargaining team recommends a YES vote!
What's included:

- Pay increases of 14.5% over 3 years—6% at ratification, 4% in July 2025, 2.5% in July 2025, and 2% in January 2027.
- All full-time employees will get a lump sum bonus of \$1,750 at ratification. Part-time employees will get \$1,000. In addition, all full-time employees will get \$400 to settle some pending grievances.
- Adding two paid holidays—Juneteenth and Cesar Chavez Day.
- Providing holiday pay accrual for non-career and part-time employees.
- Vision benefits—we have not had vision benefits in the past. We will now get vision benefits that provide for hardware.
- Expanded cancer screening leave from 4 to 6 hours and to cover all cancer screening recommended by the employee's doctor.
- Substance Abuse Counselor Premium of 3% for employees who get SUD certification.
- Improved dental benefits for part-time workers. Currently part-time employees who work 20-29 hours get 75% of medical benefits but not dental. Now part-time employees will also get 75% of dental benefits.

- Hazard pay—employees will receive a 3% differential when assigned to work in unhoused settings
- Improved longevity pay—in 2026 longevity pay will be shortened from 20 years to 15
- Equity adjustments for public health classifications at ratification in addition to the across-the board-increase:
- Mid-Level Practitioner—20%
- Public Health Nurse—16%
- Mental Health Nurse—11%
- Psychiatrist—28%
- Registered Nurse—16%
- Senior Public Health Nurse—11%
- Eliminating bottom steps for R1 and R2 to have a 15% higher starting wage
- Adding Traumatic Event Leave—up to 8 hours of trauma leave if certain traumatic events occur at work
- Steps for Sports Field Monitors—in 2025
 Sports Field Monitors that currently have only one step will go to three pay steps with 3% between steps
- Expanded Bereavement Leave—to allow up to five days total and expanding the definition of family members for whom we can take bereavement leave

Scan the QR code below to read the full T.A.



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