

# **Tentative Agreement Summary**

## **Between SEIU Local 1021 and Alameda County**

### **April 4, 2023**



Late in the night on Thursday, March 30, after a massive informational picket outside the Board of Supervisors, **your elected bargaining team came to a comprehensive Tentative Agreement (TA)** with Alameda County.

**The Bargaining Team recommends this TA for ratification by SEIU 1021 members.**

We will be holding **lunchtime info sessions** at worksites across the county from April 10 to April 18, and **evening info sessions via Zoom** on April 11, 12 and 13. **A full schedule will be posted to [seiu1021.org/alaco](https://seiu1021.org/alaco).**

We were able to reach this deal because of the unity of our members across the County and their willingness to purple up, show up, and speak up. **This contract addresses our core issues and the staffing crisis** that has hurt our members and impacted our ability to provide high-quality services to county residents.

Please note: Actual copies of the Tentative Agreement are not available for individual employees since they are still tentative pending ratification. Actual copies will be shared at worksite meetings, informational zoom sessions, and at the ratification voting locations.

## ***Economic Highlights***

A three-year contract, with **across-the-board raises of 15%:**

- **6%** effective June 9, 2023
- **5%** effective June 7, 2024
- **4%** effective June 6, 2025

**NO increased contribution to medical (remains at 88/12)**

**Unprecedented NEW longevity pay** effective January 1, 2024

- **1% at 10 years**
- **Additional 1% at 20 years**

**Increased premium pay of 7.5%** for split and night shift

***Updates and Expanded Details: [seiu1021.org/alaco](https://seiu1021.org/alaco)***



## ***Economic Highlights, Continued***

### **Increased:**

- **Standby pay** (now 1/5 of hourly rate)
- **Bilingual pay** (increased by \$5 per pay period)
- **Uniform allowance** (plus \$75 as of January 7, 2024) **and boot allowance** (plus \$20 as of January 5, 2025)

- **Educational stipend increased to \$800**

Salary step audit: the county will review the percentage change between salary steps and meet and confer with the union over bringing the steps into compliance with the Salary Ordinance's guidance that steps should be roughly 5% apart.

## ***Time Off and Working Conditions***

### **Kept Lincoln's Birthday holiday and added Juneteenth (June 19th).**

Vacation hard cap applies to all members effective January 2026. Cash out excess hours yearly on January 1, 2024, 2025, and 2026.

### **Increased vacation sell-back:**

- **5 days** (0-5 years)
- **10 days** (6-10 years)
- **15 days** (11+ years)

### **Enhanced provisions for leave:**

- **12 days family sick leave** (up from 9 days for caring for immediate family members)
- **3 days personal leave** (up from 2 days)
- Removed the SLICE report
- Added new sick leave review process (oral warning and written

warning with opportunity to meet with management before being put on sick leave review)

- Bereavement leave window expanded to three months, with added family members qualifying

NEW language encouraging departments to develop telework policies and then meet and confer over new policies.

Vacation blackout procedures for Treasurer-Tax Collector and Assessor's Office will be reviewed by the County, and we will meet and confer over any changes.

### Expanded union rights:

- All side letters are now subject to our formal grievance process (unless specifically excluded)

### ***Questions? Concerns?***

**Lunchtime info sessions** April 10 to April 18

**Evening info sessions via Zoom** on April 11, 12 and 13

**Full schedule will be posted to [seiu1021.org/alaco](https://seiu1021.org/alaco)**

Not a member? Sign up at [join1021.org](https://join1021.org)

