

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: September 20, 2022

RE: Update on Bargaining Negotiations With SEIU

On September 19, 2022, the County Office and SEIU exchanged proposals on a number of articles with a tentative agreement on Article 17 – Safety & Physical Examination. The County Office also proposed language in Article 5 – Union Rights, Article 6 – Hours & Overtime, Article 12 - Leaves of Absence, Article 14 – Layoff & Related Procedures, and Article 26 – Working Conditions – Occupational/Physical Therapists.

Both parties maintained their previous proposals for salary increases. SCCOE continues to propose an increase of 17% spread over three years. The County Office proposed reopening bargaining for salaries if the Cost-of-Living Adjustment (COLA) is equal to or above 6% for the 2023/2024 school year and/or equal to or above 4.75% for the 2024/2025 school year. This is a way for both parties to come back to the table to discuss future salary increases.

The County Office continues to propose increasing the County Office's medical contribution to \$1,588.00 per month for 2022/2023, \$1,620.00 per month for 2023/2024, and \$1,652.00 per month for 2024/2025 for each employee and their family members. At the proposed rate for 2022/2023, the County Office's contribution would cover 100% of the premiums for both the Kaiser HMO and Kaiser DHMO plans including the enhancements to the plans for this year. The County Office also proposed that if the year over year increase in medical benefit costs for the Kaiser HMO plan is above 6.0% for the 2023 and 2024 benefit years, the parties would reopen bargaining for medical benefits for that respective benefit year. This provides an opportunity for both parties to reopen discussions on future medical benefit increases.

The County Office values its employees and the critical work they do to educate and support students and families throughout Santa Clara County. The Office is committed to working expeditiously to bring these negotiations to a successful conclusion and reaching a fair agreement with SEIU on a new collective bargaining agreement.

The next negotiation session is scheduled for September 28, 2022. We will continue to keep the SCCOE community informed on the status of the negotiations and appreciate the collaboration of the SEIU bargaining team.