

TO: SCCOE Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

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Larry Oshodi
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DATE: March 4, 2024

RE: Update on Negotiations With SEIU

On March 1, 2024, the County Office and SEIU bargaining teams met for a productive bargaining session to negotiate a successor collective bargaining agreement effective September 1, 2024. The parties exchanged and discussed eight articles under negotiation. Among them was Article 12, covering employee leaves, reflecting the County Superintendent's prioritization of employee health and wellbeing.

The County Office has proposed changes to Article 12, enhancing leave benefits beyond what is already provided in the current contract and what is required by the law. For example, the law only requires the County Office to provide bereavement leave within three months. However, the County Office is proposing to expand this timeframe to allow unit members to take bereavement leave within 12 months, recognizing that grief is highly personal and everyone grieves on their own timeline.

The County Office and SEIU also discussed proposals regarding Articles 5, 8, 13, 14, 15, 17, and 23.

The County Superintendent highly values all SCCOE employees and is grateful for your support and service to the SCCOE community.