

# Addendum to Agreement

Service Employees International Union, Local 1021 and Fresno County Superior Court have agreed to reopen the existing Memorandum of Understanding which expires on December 31, 2019. The parties have agreed that in exchange SEIU Local 1021 agreeing to extend the existing Memorandum of Understanding through December 31, 2020 the Court will agree to the amendments (set forth below) to the existing terms and conditions of employment covering Unit 15. The effect of this Addendum to Agreement is to Amend the existing Memorandum of Understanding consistent with this Agreement: Items 1-6 and extending the duration.

## Item 1

The Court proposes a change to Article 26 of the MOU as follows.

### ARTICLE 26 – COURT REPORTER HOURS OF WORK

Effective the first full pay period after ratification, Court Reporters shall be assigned to work forty (40) hours per week paid at the hourly rate for 8 hours per day (8:00 a.m. – 5:00 p.m.) as attached. See Appendix B. Appendix B would contain the spread sheets below.

<i>Proposed</i>				
<b>Fiscal Year</b>	<b>COLA %</b>	<b>Eff. Date</b>	<b>Step</b>	<b>Base Salary</b>
		<i>Current Salary Listing - Eff. 1/1/2019 - 40 hrs/wk worked</i>		
18-19		1/28/19 40.0 hrs/wk	Step 1	\$68,872
			Step 2	\$72,316
			Step 3	\$75,931
			Step 4	\$79,728
			Step 5	\$83,715
		<i>Proposed Salary Listing (Eff. 1st Pay Period after Approval)</i>		

} Proposed Increase Below

19-20	Proposal	40.0 hrs/wk	Step 1	\$75,740
			Step 2	\$79,528
			Step 3	\$83,505
			Step 4	\$87,679
			Step 5	\$92,064



<i>Proposed Increase to CSR's by Step</i>				
	<u>FTE's*</u>	<u>Base Salary</u>		<u>Total Increase</u>
<b>Step 1</b>	3	\$6,868		<b>\$7,394</b>
<b>Step 2</b>	1	\$7,212		<b>\$7,764</b>
<b>Step 3</b>	4	\$7,574		<b>\$8,153</b>
<b>Step 4</b>	2	\$7,951		<b>\$8,560</b>
<b>Step 5</b>	25	\$8,349		<b>\$8,988</b>
	<u>35</u>			

*\*Current Vacancy*

## Item 2

Court proposes to continue Article 57 as is but specifically agrees to pay the annual fee for the electronic compendium for 2020.

### ARTICLE 57 – BOOK PURCHASES

On a year by year basis, based upon the CEO's assessment of the financial position of the Court, the Court agrees to pay the annual fee for the electronic CCRA's Official Compendium for each court reporter.

## Item 3

Court proposes that each Unit 15 employee shall receive an eight (8) hour paid day off which must be used during the 2020 calendar year and may not be cashed out or paid out if not used.

### ARTICLE 10 – PAID DAY OFF

Employees shall receive an eight (8) hour paid day off which must be used during the 2020 calendar year and may not be cashed out or paid out if not used.

## **Item 4**

Court proposes for Plan year 2020:

The Court will pick up the full cost of the health insurance increase for employees and dependents for all unit classifications.

As the cost of the increase is unknown at this time, the exact contribution rates cannot yet be provided.

Court proposes that unit 15 members be able to request PTO beginning at 3:00 pm and that the PTO not be considered unplanned. Specific proposal below.

Real Time Court Reporters may request personal time off beginning at 3:00 p.m. on any day when they are not needed in a courtroom. Requests for personal time off must be made to the Court Reporter Manager who will assess if the Real Time Court Reporter is needed in a courtroom. Real Time Court Reporters will be allowed to use annual leave or furlough for this personal time off. Real Time Court Reporters with insufficient time on the books to cover the personal time off may go into dock-time. This personal time off shall be considered a planned absence.

Child Custody Recommending Counselors and Senior Child Custody Recommending Counselors may request personal time off beginning at 3:00 p.m. on any day when the operational needs of the court permits it. To be eligible the Counselor must be current with their reports with no reports pending, have no mediations scheduled for the remainder of the day and not be needed to conduct any at court mediations or to assist in court for the remainder of the day. Child Custody Recommending Counselors and Senior Child Custody Recommending Counselors will be allowed to use annual leave or furlough for this personal time off. Child Custody Recommending Counselors and Senior Child Custody Recommending Counselors with insufficient time on the books to cover the personal time off may go into dock-time. This personal time off shall be considered a planned absence.

## **Item 6**

The Court proposes that the classification of Child Custody Recommending Counselors shall receive a 3% base pay increase effective the first pay period after execution of the Agreement.

In the event Unit 6 negotiates a base pay increase of 3% for 2020, the Child Custody Recommending Counselors shall receive a pay increase for any amount over 3%. This "me-too" increase, if any shall be effective at the same time as the Unit 6 increase.

Fresno Superior Court

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SEIU

Country Hawk 8-15-19

Debra Decker

Debra Decker

Shirley

Natalie Spear

Shirley

S. Raley

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8/14/19  
Date

8-15-19  
Date