

**TENTATIVE AGREEMENT
FRESNO COUNTY SUPERIOR COURT
AND SEIU 521
OCTOBER 22, 2019
@ 2:30 p.m.**

Proposal 1 - TA

Court proposes the following modification to Article 20 Employee Benefits:

For Plan year 2020 and Plan year 2021:
The Court will pick up the full cost of the health insurance increase for employees.

Proposal 2 – Unit 6 Only - TA

Court proposes the following new Article Transportation Supplement

If we have a two year agreement, Effective-effective the ~~second-first~~ full month after ratification year of the agreement, to help defray the cost of transportation and/or parking, each employee will receive a monthly ~~thirty~~ forty-five seventy-five dollar (\$~~30~~45 75) transportation supplement.

Proposal 3 - TA

Court proposes the following modification to Article 10 Personal Day Off

Beginning with the 2020 payroll year, all employees shall be entitled to one (1) eight (8) hour personal day off per year of the MOU. These hours must be used before the end of each calendar year and may not be cashed out or paid out if not used. Time off must be scheduled with approval of Court Management.

Proposal 4 - TA

Court proposes converting the side letter agreement regarding the training differential into an Article which will make it part of the MOU.

Proposal 5 - TA

Court proposes entering into a 2 year contract.

Proposal 6 - TA

Court proposes the following modification to Article 8 Salaries

Effective the first pay period after ratification the base hourly wage rate will be increased by ~~two~~ and one-half ~~three~~ percent (~~2.5~~ 3%).

Effective the first pay period 1 year after ratification the base hourly wage rate will be increased by two and one-half percent (2.5%).

Proposal 7 - TA

Court proposes the following modification to Article 22 PTO Accrual

Employees hired on or after December 24, 2012, shall accrue biweekly PTO as follows:

PROPOSED PTO ACCRUALS - HIRED ON OR AFTER 12/24/12:

Years of Service	Pay Period (PP) Counter	PP Accrual Rate	Number of Days per Year
0 to 1	1 - 26	4.92	16
1 to 2	27 - 52	5.54	18
2 to 4	53 - 104	6.15	20
4 to 6	105 - 156	6.77	22
6 to 10	157 - 260	7.69	25
10 to 14	261 - 364	8.62	28
14 to 19	365 - 494	9.85	32

**If the parties reach an agreement for a two year successor MOU between Unit 6 and the Court, the Court and the Union agree to extend the Unit 15 MOU through December 31, 2021, in exchange for applying the terms agreed upon between Unit 6 and the Court [except the Transportation Supplement] effective January 2021 prospective only. (TA)

Union Proposal #1 – Union withdraws.

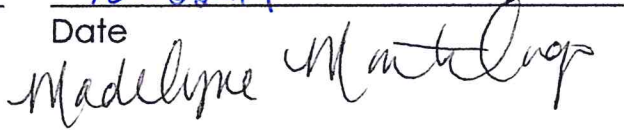
Union Proposal #2 – TA as proposed October 21, 2019.

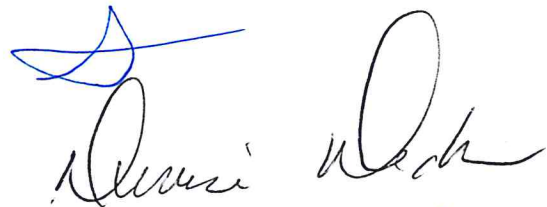
Union Proposal #3 – Court agrees to increase Bilingual Pay from \$5 to \$6.


Joe Wiley – Court


Courtney Hawkins – SEIU 521

10-22-19
Date

10-22-19
Date

Madelyne Mantel


Dennis Welch


Gene Alencob

Natalie

Shush