



October 7, 2020

An Update on Negotiations between San Joaquin County and SEIU

Dear County Employees:

I am pleased to report that after seventeen months of discussion and negotiations, the County and SEIU have reached a Tentative Agreement (TA) on a new contract.

The following are outcomes from the TA:

- 24 month agreement, 2% COLA first full pay period after Board adoption, 1% COLA 26 pay periods later, lump sum payment \$1,000 full-time employees, \$500 part-time employees effective payday of December 11, 2020, equity adjustments at 50% following Board adoption, remaining 50% 26 pay periods following Board adoption and 2% longevity of base salary after 20 years of continuous full-time service.

SEIU mailed the proposal to members of the bargaining unit this past weekend for a vote. Upon approved ratification from SEIU membership, it will be formally recommended to the Board on October 20, 2020.

We're pleased to see these negotiations come to an end. It is unusual for the majority of the County's employees to be out of contract for over a year. It took patience on both sides and a willingness to stay at the bargaining table to make this work. Although it was frustrating at times, the County's insistence on data-driven decisions and maintaining its fiscal goals is what makes it possible for us to offer wage increases during this time of economic uncertainty.

I want to thank all of you for your fortitude during this process. We are very proud of our employees and glad to be increasing salaries during unprecedented times. Thank you for all of your hard work this last six months. I appreciate everything you have done to help keep the County going, and to serve our residents during these difficult times.

Stay well.

Sincerely,

A handwritten signature in blue ink that reads "Monica Nino".

Monica Nino
County Administrator