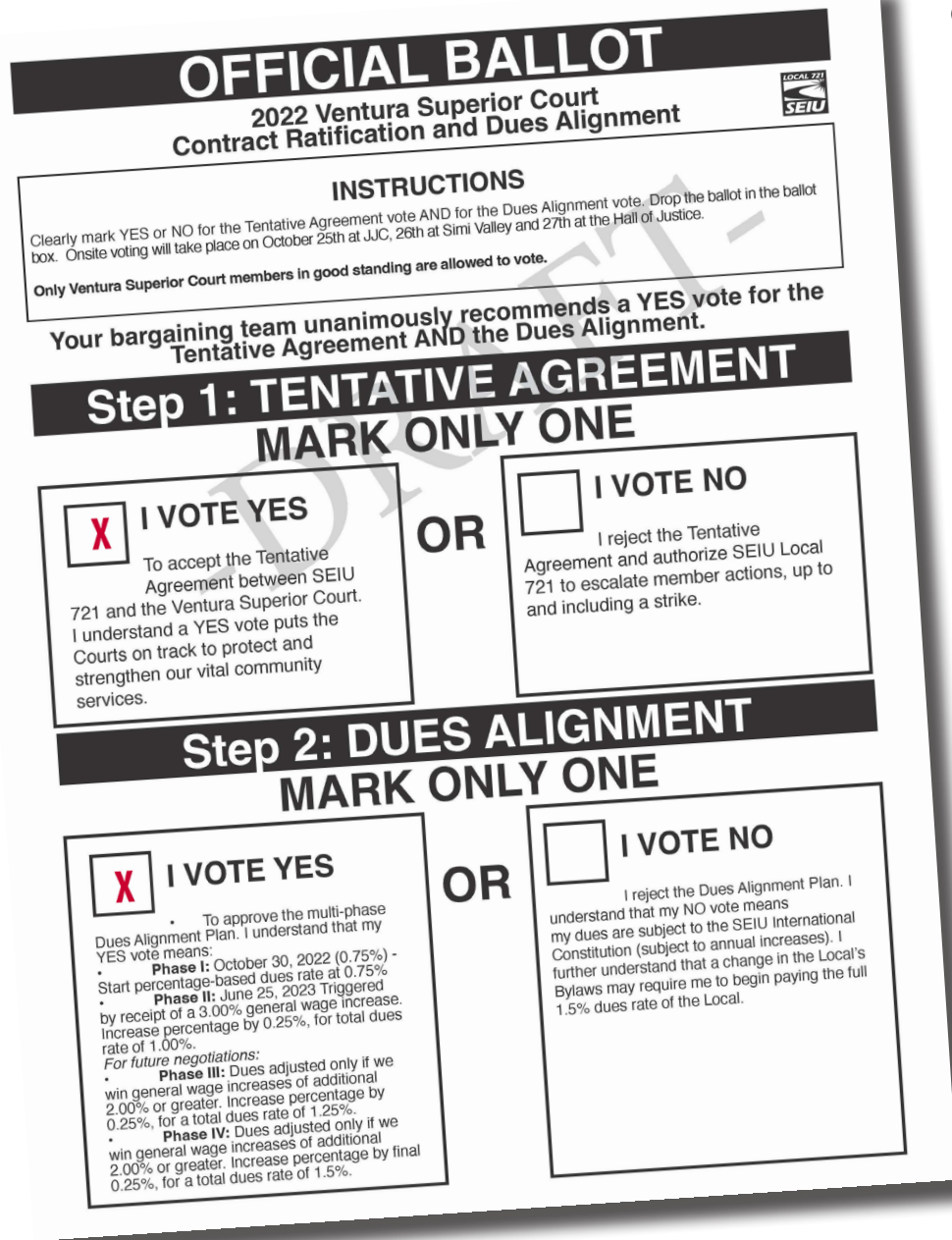


Voting Times and Locations



**On-site voting begins
October 25 and ends October
27 at 2:30pm.
Lunch provided.**

- **Tuesday, October 25** at the **JJC** 12:00pm-1:00pm in J2
 - **Wednesday, October 26** at **Simi court** from 11:30am-2:00pm in S4
 - **Thursday, October 27** at the **Hall of Justice** 11:30am-2:30pm in Courtroom 24.
- The vote count will take place here immediately after voting closes at 2:30pm.*

The voting schedule is available on the SEIU Local 721 website. Go to our Ventura Superior Court Contract Headquarters page at <https://www.seiu721.org/ventura-superior-court-contract-headquarters-2022.php>

Scan the code below with your smartphone camera then follow the link to go to the HQ page:



Keep track of the latest bargaining news and updates by signing up for mobile alerts. Text SEIU to 721721 to be the first to know!

Absentee Ballots

Absentee ballots available per request. Contact Worksite Organizer Annette Nino at annette.nino@seiu721.org.



Ventura Superior Court Tentative Agreement Summary 2022-2024

 **YES** Secure Our Wins
 **YES** Secure Our Future



10% Pay Increase within 8 months, Significant Flexible Benefits Increases, \$2,000 Recognition Bonus, Plus TWO New Paid Holidays!



"This is our moment to secure our contract wins and our future!"
-Kimberly Goodman, Court Judicial Assistant II



"A Dues Alignment will give Ventura Superior Court members the power and resources required to enforce the new language and the new Union Rights we were able to negotiate."
-Amy Sagar, Court Supervisor II – Collections

Our bargaining team unanimously recommends a YES and YES vote.





YES Secure Our Wins

Our bargaining team fought hard at the table and won!

Tentative Agreement Overview

Term: October 1, 2022 to September 30, 2024.

Wages:

Effective the first full pay period following the ratification of this Agreement, the base salary for each employee covered by this Agreement, will receive a wage increase by 7.0%.

Effective June 25, 2023, the base salary for each employee covered by this Agreement, will receive a wage increase by 3.0%.

One-Time Payment: One-time payment of two thousand dollars (\$2,000) for each employee covered by this Agreement who is employed as of November 27, 2022. Payment to be made on the December 16, 2022 pay check.

Market Base Adjustment: Equity adjustments for classifications that are still below market median. After receiving the COLA Increases indicated above. Eligible classifications will receive a market adjustment effective the first full pay period following the ratification of the agreement. (Look for our upcoming COLA and MEA chart.)

Bilingual Pay: Increase in Bilingual Skill Level II premium pay from \$.80 to \$.90 per hour.

Realtime Certified Incentive: Increase in Realtime Certified Incentive pay from 5% to 7.5%.

Realtime Non-Certified Incentive: Increase in non-certified Realtime Incentive pay from 2.5% (\$.82) to 5%.

Court Reporter Equipment Allowance: Employees in the Court Reporter classification shall receive an annual equipment allowance of \$300.

Benefits Program:

Plan Year 2023 Contributions

EE (FT) – from \$480 (PPP) to \$497 (PPP)

EE (PT) – from \$430 (PPP) to \$447.30 (PPP)

EE + 1 (FT) - from \$520 (PPP) to \$600 (PPP)

EE + 1 (PT) - from \$463 (PPP) to \$540 (PPP)

EE + 2 or more (FT) - from \$570 (PPP) to \$700 (PPP)

EE + 2 or more (PT) - from \$507 (PPP) to \$630 (PPP)

Benefits Program (Cont.)

Plan Year 2024 Contributions

EE (FT) – \$497 (PPP)/EE (PT) – \$447.30 (PPP)

EE + 1 (FT) - \$700 (PPP)/EE + 1 (PT) - \$630 (PPP)

EE + 2 or more (FT) - \$800 (PPP)/EE + 2 or more (PT) - \$720 (PPP)

Remote Work Program:

Implementation of remote work program

Holidays:

Juneteenth Day as an official paid court holiday

Floating Holiday: Effective January 1, 2023, all full-time,

regular employees, will receive one (1) floating holiday per year, to be used during the month of their birthdate.

Regular part-time employees shall be granted the leave on a pro rata basis.

Bereavement Leave: Additions of aunt and uncle in immediate family description.

Deferred Compensation:

EE Contr. Court Match

1% 1.00%

2% 1.50%

3% 1.75%

4% 2.00%

5% 2.50%

Improvements and Minor Adjustments in MOA Articles
Light-Duty Assignments for Temporary Work Restrictions,
Organizational Leave, Negotiating Committee.



YES Secure Our Future

This is our moment to strengthen our union power in Ventura Courts!

Dues Alignment Overview

A yes vote on Dues Alignment is a vote for the future of our courts and region.

Ventura Superior Court members have been paying \$16.75 for over 30 years. With a phased-in dues alignment vote we can secure resources that will help us fight for and win strong contracts in the future. The vast majority of SEIU Local 721 members already pay 1.5% of their salary -- now it's time for us to catch up and invest in our region.

We calculated that all members who make less than \$58,000 per year will actually pay less in dues in Phase I.

Your bargaining team unanimously recommends a YES vote to approve our Dues Alignment.

The dues alignment plan is to be implemented in multiple phases:

Phase I: October 30, 2022 (0.75%) - Start percentage-based dues rate at 0.75%

Phase II: June 25, 2023 Triggered by receipt of a 3.00% general wage increase. Increase percentage by 0.25%, for total dues rate of 1.00%.

For future negotiations:

Phase III: Dues adjusted only if we win general wage increases of additional 2.00% or greater. Increase percentage by 0.25%, for a total dues rate of 1.25%.

Phase IV: Dues adjusted only if we win general wage increases of additional 2.00% or greater. Increase percentage by final 0.25%, for a total dues rate of 1.5%.

Please note, a "NO" vote means my dues are subject to the SEIU International Constitution (subject to annual increases). I further understand that a change in the Local's Bylaws may require me to begin paying the full 1.5% dues rate of the Local.

