

We Did It! Raises of at Least 10.5%, Additional Economic Enhancements, Historic Improvements to Healthcare Coverage, and a New Paid Holiday!

After months of hard-fought negotiations and worksite actions throughout Ventura County — including dozens of rolling rallies and practice pickets -- we've reached a Tentative Agreement (TA) on a strong contract that protects public sector jobs and uplifts our work and our communities.

Because of our efforts, we pushed the County to agree to 10.5% raises over the life of the contract, additional pay increases related to SB 525, Market Based wage enhancements, and more. In addition, we protected our healthcare coverage in the face of rising premiums and secured a new, paid Cesar Chavez holiday! That's the collective power of our union!

An overwhelming majority of the Bargaining Team recommends a YES vote.

Term

December 19, 2025 through June 18, 2029.

This shifts our future bargaining sessions well before open enrollment.

Wages

General Salary Increases

- 1st Pay period after Board adoption (December 21, 2025): **3.5%**
- December 20, 2026: **3.5%**
**except those classifications that receive a greater increase for SB 525*
- December 19, 2027: **3.5%**
- Classifications affected by SB525 will see an additional increase in June 2028 when the county wide minimum wage increases to \$25 per hour.

SB 525

Addresses compression and compaction created by the new minimum wage across the County. **Many classifications will see increases greater than the minimum GSI.**

Please refer to the tentative SB 525 Appendix. Nothing will be taken out from here however some job classifications and series may be added.

- December 21, 2025: The salary spread of the series and classifications will be restored to pre-SB 525 ratios.

1. Employees who already received an increase to \$21/hour won't see another pay increase at this time unless that increase was less than the GSI. *At no time will a classification/incumbent receive less than the GSI.*

2. Employees in the impacted series will be adjusted.

- June 1, 2026: The second implementation of SB 525 will be applied to increase the minimum wage to \$23 per hour (effectively 9.5% increase). The same series and classification spread will be maintained.

- June 1, 2028: The third implementation of SB 525 will be applied to increase the minimum wage to \$25 per hour (effectively 8.7% increase). The same series and classification spread will be maintained.

Market Based Premium Pay

December 21, 2025:

- Most premiums will be incorporated into base pay so the GSI increases the whole wage.
- Mixteco translation moved to the Bilingual provisions.
- The premium will be incorporated for all Phlebotomists at the hospital and clinics.

- Continued inside-

Wages (Cont.)

Market Based Adjustments

Classifications below market will be increased to 100% of the market median, discounted by years 1 & 2 of the GSI and flex credit. If the adjustment to get to 100% of market is more than 1% it will be split into two increases.

Please refer to the tentative MBA Adjustment Appendix. Nothing will be taken out from here however some job classifications and series may be added

- January 4, 2026 the first increase goes into effect
- January 3, 2027 the second increase (if applicable) goes into effect
- This means an additional increase of 1-9% for the majority of members

Healthcare

Future healthcare premium increases are protected by providing a flex contribution equal to a percentage of the VCHCP premiums in every year of the contract.

- EE: 100% of the VCHCP premium
- EE+1: 90% of the VCHCP premium
- EE+2: 85% of the VCHCP premium
- **FREE** Dental and Vision for all employees enrolled in a healthcare plan.

Additional Improvements

Cesar Chavez Day

New paid Cesar Chavez day holiday.

Textbook and Tuition

- Maintenance of licenses deemed needed for County job classifications will be reimbursed through Textbook and Tuition.
- Reimbursement for Textbook and Tuition handled through standard form – no longer requiring multiple approvals or excessive proof of expense.



New Weekend Differential

Beginning January 2, 2028: employees at the hospital will receive \$2.50/hour shift differential when working a weekend shift.

Vacation and Compensatory Time

Vacation and Compensatory time counts as “Time Worked” for OT purposes for Wastewater Service Workers, Child Social Workers, and Adult Protective Social Workers.

Vacation Cash Out

Effective the 2027 election year: Employees can cash out up to 120 hours of vacation when they have at least 5 years of service (currently 80 hours).

HSA Caseloads

Restoration of employee process for addressing HSA caseloads and other work processes.

Patient Sitters

Patient sitting can only be required for half of a scheduled shift; if a patient sitting situation becomes dangerous, members can remove themselves from the situation and call a Code Grey without fear of discipline. This new language is grievable.

Student Workers and Extra Help Added to MOA

- No separate Student Worker negotiations going forward.
- Extra Help provisions includes the newly added benefits:
 - Holiday Pay at time and one half (1.5x) when working on the holiday
 - State Disability Insurance (SDI), and
 - Advisory arbitration

Grievances

Grievances are no longer heard twice by the immediate supervisor and back pay remedy limit increased to 240 days (previously 180 days).

Union Release Time

Increased release time for union representatives.

Congratulations! Now it's time to lock in our wins by voting YES on your official ballot.

