VENTURA SUPERIOR COURT
TENTATIVE AGREEMENT SUMMARY

Victory! The courts bargaining team with the tremendous support of the contract action team and every member that participated in the ULP strike on October 20, 2026 pushed back against the Court's disrespect and achieved the following TA.

Term:
- 3 years (2026-2029)

Wages:
- Upon ratification - 4%
- 2027 - 3%
- 2028 - Minimum 2% wage increase w/ re-opener tied to the courts budget maintaining or improving

Healthcare:
- Year 1
  - 5% increase for EE Year1
  - 10% increase for EE+1 and EE+2
- Year 2
  - 8% increase for all tiers
- Year 3
  - Reopener dependent on 2028 budget being maintained or improving

Court Interpreter Salary Schedule:
- Current Court Interpreters will be moved to Step 2 after receiving the (Year 1) 4% COLA Within 6 months, 6/7 current Court Interpreters will be eligible for a merit increase to step 3 (this equates to a potential 12% increase in 9 months).
- Court Interpreters will be eligible for step increases on anniversary dates based on merit.

Vacation & Sick Leave Banks:
- Effective 01/01/27, Annual Leave will become Vacation and Sick (2 banks).
- Vacation accrual rates will be the same as current Annual Leave accrual.
- An addition of 12 sick days/year, with 7 pay periods front loaded on 01/01/27 (accrual begins in the 8th pay period of 2027 @ .0463 hours per hour of regular pay).
- No limit on Sick Leave accrual.
- One time conversion of Annual Leave to sick time if there are 80 hours remaining for the Vacation bank.
- Upon retirement, ability to convert up to one year of Sick Leave for VCERA credit.

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Training Differential:
- 5% differential for CPA I/II/III and Judicial Secretaries, including language for shadowing/observing (must be formally designated in writing by the Court to train others).
- Current language only for JAs.

Deferred Comp:
- Additional tier (3% match when employee contributes 6% or more)

Court Reporter YesLaw:
- $500 maximum reimbursement

SDI Coordination:
- It is at the employee's discretion to coordinate if they are on a protected leave (ex. FMLA, CFRA).
- Employees not on a protected leave will use accrued vacation/sick hours to coordinate their leave.

Light Duty Assignments:
- Shall not exceed 5 months.
- The court has approved longer light duty on a case-by-case basis at their discretion.

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