

# JCAU

## Support Staff & Support Staff Supervisors Units

### Summary of Tentative Agreement

July 1, 2024 – June 30, 2028



After months of negotiations, JCAU members have won a strong Tentative Agreement (TA). The JCAU Negotiations Team comprised of AFSCME, CWA, IFPTE, OPEIU and Teamsters **proudly recommends** this agreement for membership approval.

The TA is presented to members for ratification vote during June. If approved, the contract would take effect July 1, 2024 and the first raise will be effective the first pay period after July 1, on the same schedule as other Judiciary bargaining units.

#### Highlights of the Tentative Agreement:

- **Strongest across-the-board raises on base for ALL employees** that we have won in several years, including those at Maximum and Maximum 2
- **Increased annual Progression raises each January from 3.0% to 3.5% each year**, the first increase in progression since 2014
- **Creates a new Maximum 3** for those who have been at Maximum 2 for at least 24 months
- **Recognizes the unique and challenging work of bilingual employees** by adding a new stipend for BICAT certified Support Staff titles
- **Increases the minimum for JC2 entry level title and streamlines recruitment process** so we can gain more staff, quicker, and reduce workload pressure on current members
- **Recognizes the current Remote Work Program in our contract** and provides for ongoing engagement regarding changes to that program.

This proposed contract will set a strong foundation for the Union's continuing work during the next four years.

#### Explanation Meetings & Voting Process

**Each Union will hold explanatory meetings at different times and days to accommodate members' availability. Please check with your Local Union reps for meeting schedule.**

**Online voting will be conducted from 9:00AM June 25 through 3:00PM June 27. Ballots will be sent to your Judiciary email address. Please contact your Local Union rep if you need any help with your ballot or with voting.**

**Only members can vote. If you are not a member, you are missing out. Join us!**

# Summary of Negotiated Terms

## DURATION

The proposed contract is a 4-year term, beginning on July 1, 2024, and ending on June 30, 2028.

## ECONOMIC TERMS

### Across the Board Increases (ATBs)

- 2<sup>nd</sup> pay period of July 2024 - 3.50% permanent increase to base for all employees
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- 2<sup>nd</sup> pay period of July 2026 - 3.50% permanent increase to base for all employees
- 2<sup>nd</sup> pay period of July 2027 - 3.50% permanent increase to base for all employees
- **No “off-base” bonuses.** All raises are permanent increases to base salary and are applied to all minimums and maximums.

### Progression Increases each January

- Progression raises in January are separate from the across the board increases in July.
- *\*New\** contract increases the value of annual progression to 3.5%. Members not at Maximum will receive 3.5% progression each January until they reach Max.
- Once a member reaches Maximum, they move to Maximum 2 after 24 months. Max 2 is 3.5% higher than Maximum.
- Once a member reaches Maximum 2, they move to Maximum 3 after 24 months. See below for *\*new\** Maximum 3.

### New Maximum 3 effective pay period 2 of 2026

- *\*New\** Maximum 3 for members after completing 24 months at Maximum 2. Maximum 3 is 3.5% higher than Maximum 2.

### New Bilingual Stipend

- **NEW Stipend for Bilingual titles** of \$1,000 paid to employees after 1 year in the title and \$1,000 after completing 3 years in the title. Payments are made in July 2024 and July 2026. Stipends come with the expectation that employee will be assigned to use bilingual skills in the regular job duties. Stipend applies to title with bilingual title

### Judiciary Clerk 2 Changes

- Starting salary for Judiciary Clerk 2, Court Services Representative, Judiciary Clerk 1, Judiciary Clerk Driver, Judiciary Account Clerk 1, and Printing Operations Tech 1 titles are increased to \$40,000.
- JCAU and Judiciary will jointly request noncompetitive status for entry level JC2 title to speed recruitment to fill JC2 vacancies.
- JCAU and Judiciary agree internal advancements to JC3, JC4 and all other titles must recruit internally prior to any external recruitment.

## REMOTE WORK PROGRAM

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### Remote Work Program (under Hours of Work)

- **Current remote work program is recognized in the body of the contract.**
- Employee participation will not be unreasonably denied. Denials are grievable. Denial or reduction across a unit or Division must be reconsidered every 30 days. Employees on remote work must be treated the same as employees not teleworking.
- A joint Labor-Management Work-Life Committee will meet quarterly.

## BENEFITS

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### Health Benefits

- **Vision Reimbursements** increased for eyeglass/contacts to \$80 and eye exam reimbursement increased to \$45.
- **Employee contribution rates set at current levels.** Protects union members from changes being imposed without negotiation.

### Bereavement Leave Day

- NEW One (1) bereavement day per year will be provided starting July 2024. After bereavement is used, employees can then use sick leave for additional time.

## OTHER RIGHTS & PROTECTIONS

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### Out of Title Work

- Claims for out-of-title pay are effective after one hour of performing higher level duties.

### Classification

- Clarified JIQ process so members have better preparation for JIQs and better understanding of the results.
- If it is determined employee is doing higher level work, employee may retain duties and be paid provisionally pending promotional process to fill the higher-level title. All the time spent performing the duties is credited for eligibility purposes.
- Appeals directed to Civil Service Commission instead of Judiciary Classification Review Board

### Discipline Procedure

- Improves hearing procedure and improved Loudermill process with an appeal to a hearing officer in cases of immediate suspension.
- Establishes a new, higher standard for advisory arbitration if the final decision deviates from an arbitrator's recommendation for the most severe major disciplines.

**Health and Safety**

- Improves health and safety language around reporting of incidents, renovations and relocations.

**Mileage**

- Increases mileage rate at \$0.47/mile or state appropriations act, whichever is greater.

**Reassignment Requests**

- Requires management to acknowledge reassignment requests within 20 business days

**Artificial Intelligence**

- Ensures equal training opportunities on AI if implemented by Judiciary; proactive labor-management committee on AI; obligation to hold impact negotiations upon request of the Union.

**Union Rights**

- Recognizes digital union membership cards

**Grievance Procedure**

- Updates grievance procedure for virtual hearings

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