

OC SUPERIOR COURT CONTRACT RATIFICATION

THE OCEA NEGOTIATIONS TEAM UNANIMOUSLY RECOMMENDS YOU



— TENTATIVE AGREEMENT TERMS —

ALL TERMS EFFECTIVE OCT. 31, 2025, UNLESS OTHERWISE INDICATED

1. TERM	Three-year term from Oct. 31, 2025 through Oct. 26, 2028
2. COMPENSATION	GENERAL WAGE INCREASE: • Two percent (2%) effective the first pay period following ratification by both parties. • Two percent (2%) effective Nov. 13, 2026. LUMP SUM PAYMENT: • All regularly scheduled full-time employees will receive five hundred dollars (\$500) effective Nov. 12, 2027. Employees who are regularly scheduled less than 40 hours/week will receive a pro-rated amount.
3. ANNUAL PERSONAL DAY	Adds an additional day off each year which shall be observed in the pay period in which your date of birth falls.
4. INCREASE SICK LEAVE INCENTIVE CONVERSION	The Sick Leave Incentive conversion from accrued sick leave to vacation increases from 32 hours to 40 hours for employees meeting eligibility requirements.
5. INCREASE SICK OTHER LEAVE (SO)	Increases annual Sick Other Leave (SO) allowance from 24 hours to 32 hours .
6. INCREASE SPRING COMP HOURS	Increases compensatory hours credited annually on March 1 from 4 hours to 6 hours for full-time employees and 2 hours to 3 hours for part-time employees .
7. INCREASE SICK LEAVE ACCUMULATION	Increases sick leave accumulation for employees during first three years of employment from current 9 days to 10 days (two workweeks) per year , and after three years of employment, from current 12 days to 15 days (three workweeks) ; effective first full pay period following ratification by both parties.
8. MENTAL HEALTH AND WELLBEING CARE	MOU confirmation that Personal Sick Leave (SP) may be used specifically for a mental health condition or for personal wellbeing care.
9. VACATION ACCRUAL	Advances commencement date for vacation accrual and usage from after one year of employment to beginning on the date of hire.

— CONTINUED ON THE REVERSE —

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VOTE YES

— CONTINUED FROM THE REVERSE —

**10. VACATION CASHOUT
AMOUNT & FREQUENCY**

GENERAL UNIT | SUPERVISORY UNIT | COURT CLERK UNIT

Removes any restrictions regarding how often and at what value vacation cashouts may be granted, as long as you are within your annual allowance.

GENERAL UNIT | COURT CLERK UNIT

Increases the amount of vacation hours that may be cashed out annually
from 40 hours to 60 hours.

11. BILINGUAL PAY

Expands eligibility for bilingual pay by changing the qualifying frequency from “at least once daily” to “multiple times per week.”

**12. COURT REPORTER
CERTIFICATION PAY**

Court Reporters receive a \$500 lump sum payment for each of two (2) additional certificates: Verbatim Reporter and Certificate of Merit.

**13. COURT REPORTER
INCENTIVE PRESERVATION**

Incentives for Court Reporters related to longevity, referrals, and recruitment will continue through October 26, 2028.

**14. LABOR MANAGEMENT
COMMITTEE—AD HOC
SUBCOMMITTEE**

Establishes a dedicated ad hoc Labor Management Subcommittee to study both the post-COVID changes in assigned duties for impacted classifications and to review the LPS Classification.

15. NO TAKE AWAYS!

VOTING WILL TAKE PLACE ONLINE AT

OCEA.ORG/COURTVOTE

VOTING IS OPEN NOW THROUGH 5 P.M. TUESDAY, OCT. 28, 2025



SCAN TO VOTE

If for whatever reason you were not able to attend the membership meeting and have questions, please contact OCEA Labor Representative Alisha Greene (agreene@oce.org)