

**DEAL POINTS
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF ORANGE
AND
TEAMSTERS LOCAL 952**

August 14, 2026

Contract Term	Effective June 26, 2026, through August 31, 2027.
Salary	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, increase salary schedule by 3.0%.
Personal Business Leave	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, absence from duty because of personal business which includes personal emergencies shall increase from 40 to 50 working hours during the fiscal year.
Holidays	Add Farmworkers Day (on or about March 31, 2027) and Juneteenth (on or about June 19, 2027).
Leave Provisions and Grievance Procedure and Disciplinary Appeals	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU: – Leave of Absence requests for Chief Human Resources Officer Review shall be filed within fourteen (14) calendar days and the CHRO shall render a decision within fourteen (14) calendar days. – Change all deadlines for filing grievances and disciplinary appeals and issuing a decision to fourteen (14) calendar days.
Uniforms	As soon as practicable after the Board of Supervisors adoption of the MOU, provide Custodians with ten (10) uniform shirts. Replacements will be provided as needed. Employees will be responsible for laundering.
Annual Leave	Remove references to accrual of Annual Leave language.
Clean Up Language	Address administrative changes, which have occurred during the term of the contract.
Parity Clause	Applies specified enhancements to Teamsters bargaining unit if agreed to with other labor groups during term of the agreement.

The signatures below indicate the parties have reached a tentative agreement on the foregoing subjects. This is an abbreviated version of the tentative agreement agreed to by the parties. This

document does not and is not intended to set out the tentative agreements agreed upon in their entirety. Final agreement is dependent upon drafting of specific contract language and ratification by Teamsters membership and adoption by the County's Board of Supervisors.

FOR TEAMSTERS LOCAL 952

DocuSigned by:

Sam Carlin

8/14/2026

Sam Carlin Date
Business Representative, Teamsters

FOR THE COUNTY OF ORANGE

Signed by:

Patrick Brusco

8/14/2026

Patrick Brusco
Chief Negotiator, County of Orange