

DEAL POINTS

For a new Memorandum of Understanding between the County of Orange and the International Union of Operating Engineers, Local 501

August 14, 2026

1. Term of Agreement – Through August 31, 2027
2. Article III, Section 1. Compensation for Employees
 - Effective the first day of the first full pay period following adoption by the Board of Supervisors, general wage increase of three percent (3%) to the base hourly rate.
3. Article V, Section 1.B.8. Sick Leave – Increase of ten (10) hours of PBL

Absence from duty because of personal emergencies or personal business not to exceed ~~forty (40)~~ fifty (50) working hours during the fiscal year.
4. Article V, Section 14. Leave Article Working Group – Continue the working group to clarify language regarding Leaves of Absences, including streamlining language for understandability and ensure compliance with statutory requirement.
5. Article VII, Section 1. Holidays Observed – Add two additional holidays
 - Addition of Farmworkers Day (March 31, 2027)
 - Addition of Juneteenth (Observed June 18, 2027)
6. Article IX, Section 2. Pre-disciplinary Hearing for Suspension, Reduction in Class of Salary or Discharge – Add ability to serve to employee via personal email

In situations involving (1) a suspension of a regular or, limited-term employee for more than five (5) days; (2) a reduction (demotion) of a regular or limited-term employee; or (3) the discharge of a regular or limited-term employee, a written notice of such proposed disciplinary action shall be served on the employee personally, or by certified mail, and by personal email at least ten (10) calendar days prior to the effective date of the proposed action.
7. Clean-up Language – Address administrative changes which have occurred during the term of the contract (e.g., general clean up language, Holiday dates, effective dates, changes to classification titles, FSA name updates, etc.).
8. New Proposal – Me Too Provision

If during the term of this agreement through August 31, 2027 the County comes to an agreement with another exclusive representative for another bargaining unit, exclusive of the IHSS Provider Unit, that includes a base salary adjustment (i.e., a higher percent (%) cost of living increase) or across-the-board lump sum payment, increase to employer healthcare

contributions, increase to deferred compensation match, or leave enhancements, which is effective during the term of this agreement, the County will implement the same adjustments for all employees covered by this MOU on the same effective date as the other bargaining unit unless that other agreement includes an exchange of a current benefit from the other bargaining unit.

9. New Proposal – Working Group

The County and IUOE agree to establish a working group during the term of this contract, to discuss Call-Back Pay language, Emergency Call-Back work on a holiday language, and the time between an overtime or extended shift and the next scheduled shift.

Tentative 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 and does not supersede previously agreed-upon tentative agreements. Final agreement is dependent upon ratification of the 2026 – 2027 MOU by IUOE and adoption by the County's Board of Supervisors.

For IUOE, Local 501

Signed by:

Reisee Salamero

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8/14/2026

Reisee Salamero
Business Agent

Date

Signed by:

Deric Barnes

4C7E640CDE48443

8/14/2026

Deric Barnes
President

Date

For the County of Orange

Signed by:

Marc Gallonio

09B21CB619FA44A

8/14/2026

Marc Gallonio
Lead Negotiator

Date