

[INSURANCE]

2.9 Continuation of Insurance Benefits While On Leave of Absence

a. Employees on an Approved, Protected Leave of Absence

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are on a protected leave of absence as identified in Section 3.9 of this MOU, retain eligibility for the employer-paid premium contributions for medical, dental, vision, and life insurance coverage during the time of protected leave regardless of the amount of paid time. To maintain benefits, the employee's share of the premiums necessary to continue their applicable insurance coverage shall be deducted from the employee's paycheck, or the employee must make arrangements with the County's Benefits office to pay the employee contribution of the premiums no later than the Monday of the County's pay week.

b. Employees on an Approved, Unprotected Leave of Absence

Employees receiving State Disability Insurance (SDI) wage replacement benefits and supplementing those benefits with accrued leave time to receive a full paycheck shall receive the County's contribution to their health, dental, vision and life insurance, and retirement, if applicable.

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are on an approved, unprotected leave of absence retain eligibility for the employer-paid premium contributions for medical, dental, vision, and life insurance coverage during the time of approved, unprotected leave, not to exceed twenty-six (26) bi-weekly pay periods, so long as they have at least ~~forty-one (41)~~ the necessary number of hours of paid time per pay period: to cover the employee's costs of benefits. To maintain benefits, the employee's share of the premiums necessary to continue their applicable insurance coverage shall be deducted from the employee's paycheck, or must be paid directly to the County's Benefits office no later than the Monday of the County's pay week.

Employees under this section who have exhausted accruals and are on approved leave without pay shall be allowed, at the employee's own expense, to remain under the medical, dental, vision, and life insurance coverage for up to twenty-six (26) pay periods provided that the employee makes arrangements to pay the full applicable premiums (employer and employee contributions) directly to the County's Benefits office no later than the Monday of the County's pay week.

c. Employees on an Unapproved, Unprotected Leave of Absence

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are absent from work on an unapproved, unprotected leave of absence (unauthorized leave) are not eligible for health benefits. Active employee benefits will be terminated and continuation of benefits will be offered through the federal Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) through the County's COBRA administrator.

d. Part-time Employees (as defined in Section 2.4(b))

As required by the Affordable Care Act, part-time employees who receive medical insurance benefits pursuant to Section 2.4(b) shall retain eligibility for the employer-paid premium contribution for medical insurance coverage during their benefit coverage period.

date: 8/19/22

OOT

13.3 Boot Reimbursement Allowance

The County will provide an annual ~~reimbursement~~ **allowance** of \$125 for certain classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the Department of Public Works.

The County will provide an annual ~~reimbursement~~ **allowance** of \$225 for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard)

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SIC

13.3 Boot Reimbursement Allowance

The County will provide a bi-annual ~~reimbursement~~ **allowance** of ~~up to~~ \$175 for employees in the Code Enforcement Officer series in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

The County will provide an annual ~~reimbursement~~ **allowance** of ~~up to~~ \$225 for employees in the classification of Sheriff Inmate Labor Specialist I, II and III at the Sheriff's Office who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SUP

The County will provide a bi-annual ~~reimbursement~~ **allowance** of ~~up to~~ \$175 for employees in the Senior Building Inspector classification in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

TLI

13.3 Boot Reimbursement Allowance

The County will provide an annual ~~reimbursement~~ **allowance** of ~~up to~~ \$175 for designated classifications of employees in General Services, Public Works, and Parks and Recreation who are required to purchase boots meeting the suitable footwear standard set by the department.

The County will provide an annual reimbursement allowance of up to \$225 for certain classifications of employees in Public Works and the Stockton Metropolitan Airport who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

Counter Proposal from SEIU 1021 to San Joaquin County

date: 8/17/22

PPT

10.3.1 Boot Reimbursement Allowance

The County will provide annual reimbursement of \$175 for certain designated classifications of employees in General Services and Weights and Measures who are required to purchase boots meeting the suitable footwear standard set by the department

The County will provide bi-annual ~~reimbursement~~ allowance of \$200 for employees in the Building Inspector I/II classifications in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

date: 8/19/22

TLI

13.5 Raingear

_The County will provide raingear for employees at Public Works and the Stockton Metropolitan Airport who are required to routinely work in inclement weather.

SIC

13.4 Raingear

_The County will provide raingear for those employees at the Sheriff's Office who are require to routinely work in inclement weather.

SUP

13.5 Raingear

The County will provide raingear for employees at the Stockton Metropolitan Airport and Public Works who are required to routinely work in inclement weather.

Counter Proposal from SEIU 1021 to San Joaquin County

date: 8/17/22

3.4 Holidays ALL MOU'S

The maximum value of any holiday (regular or floating) is eight (8) hours. **For employees who are working one of the various alternative schedules, the maximum value of the holiday, when not worked, will equal the amount of hours that the employee is normally scheduled to work.**

Rovd
8/17/22

County Proposal #39 to SEIU
August 17, 2022

ALL UNITS

The County proposes adding the following language to Section 2.3. All other provisions previously proposed, and agreed to, in Section 2 remain unchanged.

2.3 Medical Insurance: Full-time Employees

The County shall provide medical insurance coverage for eligible employees and dependents in one of several plans. The plans shall, at minimum, include a PPO and an HMO plan. The County may modify the number and type of plans available, and plan design, subject to prior notice. Medical plans offered to employees may be either self-funded by the County or fully insured. If any plan is self-funded, a plan document shall be adopted by the Board of Supervisors. Employees may opt-out of medical insurance coverage during each open enrollment period or during a qualifying life event by completing an enrollment form and selecting the "Opt Out" option.

A list of the current County plan offerings is available on the County's website (www.sjgov.org) under the Human Resources Benefits section.

Currently, Kaiser plans are included with the County's plan offerings. In the event the County no longer offers Kaiser plan options, the County and SEIU will meet and confer over the impact of discontinuing the Kaiser plan.

Hand
8/17/22

OOT, SIC, TLI

3.5 Bereavement Leave

Regular full-time employees, and job-share employees, who suffer ~~a-the~~ death ~~in their~~ "immediate of a qualifying family" member may be allowed to be absent with pay for three (3) scheduled County work days for each qualifying family member who dies. Employees must take this leave within a seven consecutive day period and will be paid only for days and hours they were scheduled to work.

~~Immediate A qualifying family member includes: the spouse, registered domestic partner, child, parent, step-child, step parent, sibling, grandparent, great grandparent, grandchild or great-grandchild of the employee; or child, parent, step-child, step parent, sibling, grandparent, great grandparent, grandchild or great-grand-child of the employee's spouse or registered domestic partner.~~

- a. Spouse or registered domestic partner
- b. Child (natural, adopted, step-child, foster, legal ward, or child to whom the employee stands in loco parentis)
- c. Parent or parent-in-law (natural, adopted, step-parent, foster parent, legal guardian, or person who stood in loco parentis when the employee or employee's spouse or registered domestic partner was a minor child)
- d. Grandparent or great-grandparent of the employee or the employee's spouse or registered domestic partner
- e. Grandchild or great-grandchild of the employee or the employee's spouse or registered domestic partner
- f. Sibling or sibling-in-law of the employee or the employee's spouse or registered domestic partner

In addition, employees may use an additional two (2) days of accrued leave for the death of the employee's spouse, registered domestic partner, parent or child as described above.

~~Bereavement All~~ leave used for bereavement under this section must be used within 30 days of the death of the eligible-qualifying family member. The 30 days may be extended under extenuating circumstances as determined by and with the approval of the Department Head, but shall not exceed one year. Proof of death of the eligible-qualifying family member is required. Acceptable documents include, but are not limited to, death certificates, obituaries or signed verifications from funeral homes/mortuaries, or other documents deemed acceptable by management. Documents may be source verified.

PPT, PRO, SUP

3.5 Bereavement Leave

Regular full-time employees, ~~applicable health care professionals~~ part-time employees (as defined in Section 7), and job-share employees, who suffer ~~a-the~~ death ~~of a in their~~ "immediate qualifying family member" may be allowed to be absent with pay for three (3) scheduled County work days for each qualifying family member who dies. Employees must take this leave within a seven consecutive day period and will be paid only for days and hours they were scheduled to work.

~~Immediate A qualifying family member includes: the spouse, registered domestic partner, child, parent, step-child, step-parent, sibling, grandparent, great-grandparent, grandchild or great-grandchild of the employee; or child, parent, step-child, step-parent, sibling, grandparent, great-grandparent, grandchild or great-grandchild of the employee's spouse or registered domestic partner.~~

- a. Spouse or registered domestic partner
- b. Child (natural, adopted, step-child, foster, legal ward, or child to whom the employee stands in loco parentis)
- c. Parent or parent-in-law (natural, adopted, step-parent, foster parent, legal guardian, or person who stood in loco parentis when the employee or employee's spouse or registered domestic partner was a minor child)
- d. Grandparent or great-grandparent of the employee or the employee's spouse or registered domestic partner
- e. Grandchild or great-grandchild of the employee or the employee's spouse or registered domestic partner
- f. Sibling or sibling-in-law of the employee or the employee's spouse or registered domestic partner

In addition, employees may use an additional two (2) days of accrued leave for the death of the employee's spouse, registered domestic partner, parent or child as described above.

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RWD
8/17/22

County Proposal #47 to SEIU
August 17, 2022

OOT

13.3 Boot ~~Reimbursement Allowance - Public Works~~

(a) The ~~Department of Public Works~~ County will provide annual reimbursement of up to ~~\$75.00~~ \$125 for certain classifications of employees in Public Works who are required to purchase boots meeting the ~~S~~ suitable ~~F~~ footwear ~~S~~ standard set by the Department of Public Works.

(b) The ~~Department of Public Works~~ County will provide annual reimbursement of up to ~~\$175.00~~ \$225 for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SIC

13.3 Boot ~~Reimbursement Allowance~~

(a) The County will provide biennial reimbursement of up to \$200 for employees in the Code Enforcement Officer series in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

(b) On July 1 of each year, ~~T~~the ~~Sheriff Department~~ County will provide a annual reimbursement-lump sum allowance of ~~up to \$175.00~~ \$225 for employees in the classification of Sheriff Inmate Labor Specialist I, II, and III at the Sheriff's Office who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to \$225. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SUP

The County will provide biennial reimbursement of up to \$200 for employees in the Senior Building Inspector classification in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

TLI

13.3 Boot Reimbursement Allowance Public Works and Parks and Recreation

On July 1 of each year, the County will provide a lump sum allowance for employees who are required to purchase boots as follows:

(a) The County will provide an annual reimbursement allowance of up to \$125.00 \$175 for certain-designated classifications of employees in General Services, Public Works, as well as and Parks and Recreation who are required to purchase boots meeting the suitable footwear standard set by the Department of Public Works.

(b) The Department of Public Works County will provide an annual reimbursement allowance of up to \$175.00 \$225 for certain classifications of employees in Public Works and the Stockton Metropolitan Airport who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to amount stated above. Thereafter, the employees will receive the annual lump sum allowance on July 1 of each year.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

Rsvd
8/17/22

County Proposal #47 to SEIU
August 17, 2022

OOT

13.3 Boot Allowance

- (a) The County will provide annual reimbursement of up to \$125 for certain classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the Department of Public Works.
- (b) The County will provide annual reimbursement of up to \$225 for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SIC

13.3 Boot Allowance

- (a) The County will provide biennial reimbursement of up to \$200 for employees in the Code Enforcement Officer series in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.
- (b) On July 1 of each year, the County will provide a lump sum allowance of \$225 for employees in the classification of Sheriff Inmate Labor Specialist I, II, and III at the Sheriff's Office who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to \$225. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SUP

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The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

TLI

13.3 Boot Allowance

On July 1 of each year, the County will provide a lump sum allowance for employees who are required to purchase boots as follows:

- (a) The County will provide an allowance of \$175 for designated classifications of employees in General Services, Public Works, and Parks and Recreation who are required to purchase boots meeting the suitable footwear standard set by the department.
- (b) The County will provide an allowance of \$225 for certain classifications of employees in Public Works and the Stockton Metropolitan Airport who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to amount stated above. Thereafter, the employees will receive the annual lump sum allowance on July 1 of each year.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

County Proposal #46 to SEIU
August 17, 2022

Rand
8/17/22

PPT

10.3.1 Boot Reimbursement Allowance—Weights and Measures

- (a) The County will provide biennial reimbursement of up to \$200 for employees in the Building Inspector I/II classifications in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development department:
- (b) On July 1 of each year, ~~the~~ County will provide a ~~annual reimbursement lump sum allowance of up to \$125.00~~ \$175 for certain designated classifications of employees in General Services and Weights and Measures who are required to purchase boots meeting the ~~S~~uitable ~~F~~ootwear ~~S~~tandard set by the ~~D~~epartment of ~~W~~eights and ~~M~~easures.

For employees hired on or after July 1, the County will provide reimbursement of up to \$175. Thereafter, the employee shall receive the annual lump sum allowance on July 1 of each year.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

Rwd
8/19/22

County Proposal #46 to SEIU
August 17, 2022

PPT

10.3.1 Boot Allowance

- (a) The County will provide biennial reimbursement of up to \$200 for employees in the Building Inspector I/II classifications in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development department:
- (b) On July 1 of each year, the County will provide a lump sum allowance of \$175 for certain designated classifications of employees in General Services and Weights and Measures who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired on or after July 1, the County will provide reimbursement of up to \$175. Thereafter, the employee shall receive the annual lump sum allowance on July 1 of each year.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

County Proposal #44 to SEIU
August 17, 2022

10:58A

TENTATIVE AGREEMENT
DATE: 8/17/22
COUNTY UNION

OOT, SIC, TLI

3.5 Bereavement Leave

Regular full-time employees, and job-share employees, who suffer ~~a-the~~ death ~~in their~~ "immediate of a qualifying family member" may be allowed to be absent with pay for three (3) scheduled County work days for each qualifying family member who dies. Employees must take this leave within a seven consecutive day period and will be paid only for days and hours they were scheduled to work.

~~Immediate A qualifying family member includes: the spouse, registered domestic partner, child, parent, step child, step parent, sibling, grandparent, great grandparent, grandchild or great grandchild of the employee; or child, parent, step child, step parent, sibling, grandparent, great grandparent, grandchild or great grand child of the employee's spouse or registered domestic partner.~~

- a. Spouse or registered domestic partner
- b. Child (natural, adopted, step-child, foster, legal ward, or child to whom the employee stands in loco parentis)
- c. Parent or parent-in-law (natural, adopted, step-parent, foster parent, legal guardian, or person who stood in loco parentis when the employee or employee's spouse or registered domestic partner was a minor child)
- d. Grandparent or great-grandparent of the employee or the employee's spouse or registered domestic partner
- e. Grandchild or great-grandchild of the employee or the employee's spouse or registered domestic partner
- f. Sibling or sibling-in-law of the employee or the employee's spouse or registered domestic partner

In addition, employees may use an additional two (2) days of accrued leave for the death of the employee's spouse, registered domestic partner, parent or child as described above.

~~Bereavement~~ All leave used for bereavement under this section must be used within 30 days of the death of the eligible-qualifying family member. The 30 days may be extended under extenuating circumstances as determined by and with the approval of the Department Head, but shall not exceed one year. Proof of death of the eligible-qualifying family member is required. Acceptable documents include, but are not limited to, death certificates, obituaries or signed verifications from funeral homes/mortuaries, or other documents deemed acceptable by management. Documents may be source verified.

TENTATIVE AGREEMENT
DATE: _____
COUNTY UNION

PPT, PRO, SUP

3.5 Bereavement Leave

Regular full-time employees, ~~applicable health care professionals~~ part-time employees (as defined in Section 7), and job-share employees, who suffer ~~a the~~ death of a in their "immediate qualifying family" member may be allowed to be absent with pay for three (3) scheduled County work days for each qualifying family member who dies. Employees must take this leave within a seven consecutive day period and will be paid only for days and hours they were scheduled to work.

~~Immediate A qualifying family member includes: the spouse, registered domestic partner, child, parent, step child, step parent, sibling, grandparent, great grandparent, grandchild or great grandchild of the employee; or child, parent, step child, step parent, sibling, grandparent, great grandparent, grandchild or great grandchild of the employee's spouse or registered domestic partner.~~

- a. Spouse or registered domestic partner
- b. Child (natural, adopted, step-child, foster, legal ward, or child to whom the employee stands in loco parentis)
- c. Parent or parent-in-law (natural, adopted, step-parent, foster parent, legal guardian, or person who stood in loco parentis when the employee or employee's spouse or registered domestic partner was a minor child)
- d. Grandparent or great-grandparent of the employee or the employee's spouse or registered domestic partner
- e. Grandchild or great-grandchild of the employee or the employee's spouse or registered domestic partner
- f. Sibling or sibling-in-law of the employee or the employee's spouse or registered domestic partner

In addition, employees may use an additional two (2) days of accrued leave for the death of the employee's spouse, registered domestic partner, parent or child as described above.

~~Bereavement~~ All leave used for bereavement under this section must be used within 30 days of the death of the eligible-qualifying family member. The 30 days may be extended under extenuating circumstances as determined by and with the approval of the Department Head, but shall not exceed one year. Proof of death of the eligible-qualifying family member is required. Acceptable documents include, but are not limited to, death certificates, obituaries or signed verifications from funeral homes/mortuaries, or other documents deemed acceptable by management. Documents may be source verified.