



SAN JOAQUIN COUNTY MEMBERS **BARGAINING UPDATE #2** **JUNE 1, 2022**

We focused on Section 2.9 and the use of 41 hours to get the County contribution for our medical benefits. We asked, *“can an employee on approved leave elect to pay their portion with a check instead of using banked hours? Will a part-time employee who gets medical benefits and goes off on an approved leave still maintain their benefits if they make their portion of the payment per the contract?”* **Management says that we will have responses on June 15, when the Benefits Manager will be in attendance.**

We discussed the Juvenile Detention workers to address pay with the increased dangers and responsibility we now have due to changed incarceration laws. We have agreed to address that at a side table with members of the Hall at the table.

We inquired about the disparity in the salary scale for the Communications Dispatchers. There is an 18 percent spread between the I and II classifications, an 8 percent spread between II and III classifications, and an 18 percent spread between the III and IV classifications. **Management informs us there should be an answer at the next session.**

We received seven proposals from management today and agreed to four of them. The seven received were:

1. **Sick Leave accrual** - language clean-up that takes out the granting of sick leave is a privilege;
2. **Pregnancy Disability Leave** - now includes part-time workers;
3. **Personal Leave of Absence** - leaves over 30 days to be approved by the HR Director;
4. **Catastrophic Leave, Treatment of Donated Time** - removes the cap on time used for family leave;
5. **Discrimination in Employment** - aligns with state and federal laws;
6. **Military Leave** - expands banking options for service members;
7. **Child Related Activities** - expands licensed daycare in addition to traditional schools;

We agreed on sick leave accrual, pregnancy disability leave, personal leave of absence, and catastrophic leave.

We reiterated to management that we are serious about our financial proposal. Management responded that they would hopefully have an initial response on June 15.

Our following two bargaining dates are June 15 and June 30. June 30 is also the date that all new proposals must be submitted.

If you are not receiving email or text updates from your union or have opted out, contact your field representative or call the Member Resource Center (MRC) to be added to the list. The MRC is available from Monday through Friday from 8 am to 6 pm @ **1-877-687-1021**. We will not send bargaining updates to work emails.